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REPORT

OF THE

COMMITTEE APPOINTED TO ADVISE GOVERNMENT

ON THE

REVISION OF PAY OF PERMANENT MINISTERIAL
OFFICERS AND MENIALS

IN
BENGAL.

VOL. II.

NOTE OF DISSENT

BY

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NOTE OF DISSENT.

I regret very much that I have to differ from my colleagues and submit a separate report. I have taken this step after deep and anxious consideration. I feel that I should be failing in my duty and doing very grave injustice to the services concerned if I agreed with them in their recommendations, which, I am strongly convinced, will not meet the situation arising out of the very great increase in the cost of living.

2. My greatest difficulty has been this: The financial position of the Government of Bengal is far from prosperous and the revision of the pay of the Ministerial Service has been taken up in a most unfortunate moment after most of the other services have been reorganized and the budget shows a deficit of over two crores of rupees. I have taken some part in pressing upon Government the necessity of curtailing expenditure in all directions, to provide money for various urgent reforms, and my only justification for recommending a large expenditure for the increase of the pay of the Ministerial and Menial Services is that they are the lowest paid servants of Government and have been the most hard hit by the rise in prices.

3. The Ministerial Service is composed of men drawn from the middle class, which morally, educationally and intellectually forms the most important part of society. In themselves they are the largest body of Government servants, and, unless they are given a proper remuneration and are provided with sufficient means to feed and clothe their families, to educate their boys, to train up their girls properly, it will mean the greatest possible injury to society, the potentiality of which no responsible man can ignore. I thoroughly realize that Government is not bound to pay anybody more than he is worth, but my strong conviction is that Ministerial officers are as a whole overworked and underpaid. I am myself a man of the middle class and I live and move among them. In my various private and public capacities I have come into frequent and close contact with them and the nature of their work, and I feel no hesitation in making the assertion that they deserve better remuneration than they receive. At the same time, our duties being confined to the economic side of the question only, we are precluded from making any suggestion in the nature of a reorganization. But Government having appointed us to advise them as to the extent of relief necessary on economic grounds, our duty was to put up the case properly to them, leaving them to decide how far they are prepared to go.

4. In view of the financial condition, however, I have felt bound to recommend a lower percentage of increase than the figures of cost demand. I should, however, urge that, as soon as a favourable moment arrives, the subject should be taken up more thoroughly than we have been able to do under the terms of our reference and in view of the financial stringency.

5. The constitution of the committee consisting of two official and one non-official members unfortunately placed me in the position of a minority from the very beginning, and I have therefore taken the greatest care to ascertain the views of numerous individuals whose opinion was likely to be useful. I can confidently claim to possess a greater knowledge of the domestic economy of the middle class Indian family than either of my colleagues, and I sincerely trust that my dissenting note will be treated not as the view of a minority, but as representing the non-official Indian opinion.

6. The increased cost involved in the recommendations of my colleagues is about Rs. 41½ lakhs per annum and that in my recommendations about Rs. 60½ lakhs. The actual cost, however, will, as I will show later on, be considerably less than this sum. Should anyone feel inclined to question the necessity of this large expenditure, I should point out that the number concerned in our proposals is over 10,000 officers and 21,000 men.

The expenditure is therefore by no means large in comparison with the amount sanctioned for other services. For instance, the revision of

the Subordinate Police Force alone consisting of about 2,200 officers and 22,000 men has cost Government about 30 lakhs of rupees.

7. In the following report, in the first part, I have given my reasons for differing from my colleagues, in the second part I have submitted my own proposals, in the third part I have discussed the financial effect of my proposals, while, in the fourth part I have dealt with individual offices. The detailed recommendation regarding each appointment will be found in the statements appended to the report.

PART I.

Reasons for differing from my colleagues.

In this section I am dealing *seriatim* with each of the paragraphs under the head "General Recommendations" of the majority report.

1. **The terms of reference to the Committee.**—I have nothing to say in regard to the statement of facts made by my colleagues, but I cannot agree with them on the decisions arrived at on all points. The reasonings are in some cases erroneous and in others far-fetched. I mention some of them :

(a) It is not a fact that the establishments of which the pay has been revised have been excluded by Government from the *ad interim* allowances recently sanctioned ; only those establishments of which the pay was revised on economic considerations were excluded from this benefit. I think it necessary to mention this point, because, as I will show in my detailed note regarding individual offices, certain establishments or appointments which, though recently reorganized, have been allowed the benefit of the allowance by Government, because they recognized that the revision was not based on economic but on administrative grounds. Yet my colleagues have ignored the decision of Government and have allowed no increase in their present recommendations in respect of several such appointments, for instance, the Head Assistant, Inspector-General of Police office, and Personal Assistant and Head Assistant of the Director of Surveys office. In some cases only a partial increase has been recommended, as in the case of the Head Assistant, Board of Revenue.

(b) Although my colleagues state that they have avoided questions of organization and recruitment or the conditions of any service, they have, in fact, in several cases gone into such questions and have based their recommendations on enquiries which were not included in the scope of our reference, and have thus not been as thorough as they otherwise would have been. I may mention the case of the typists and stenographers.

(c) I cannot agree that the evidence given by the clerks has been valueless in all cases. Their attempt to base their demand on the increase of the family budget is certainly supported by good precedents. The Public Services Commission in dealing with the Imperial and Provincial Services distinctly laid it down that the theory of supply and demand should not be applied to appointments in India.

Secondly, the United Provinces Government in dealing recently with the pay of their subordinate establishments laid it down as one of the principles that "Every subordinate Government servant should receive once and for all a salary sufficient, even with prices at present level, to enable him to live in decency and comfort and sufficient to put him beyond the pressure of debt or actual want—troubles to which too many are at present subject."

Thirdly, the Eastern Bengal and Assam Ministerial Officers' Salaries Committee of 1908, consisting of Messrs. Teunon and Monahan, in page 7 of their report, dealt with the question of the cost of living, and in paragraph 30, on page 10, observed : "First and foremost it is clearly essential that to every clerk who is employed in any capacity a living wage should be assured."

Fourthly, Mr. McAlpin himself, in his report of 1910 on Secretariat Reorganization, based his recommendation regarding the rate of pay upon figures of minimum living wage and comfortable living wage.

It is the first time, therefore, that a responsible Committee is going to lay down a strange principle that Government is not bound to pay in all cases the whole of the increase in the cost of living. They are whole-time servants of Government, and, unless it is our intention to encourage them to supplement their income by questionable means, we are bound to give them sufficient wages which, as the United Provinces Government observed, "would enable them to live in decency and comfort."

2. Increase in the cost of living.—I entirely disagree with the views of my colleagues on the subject.

As I have stated above, in considering this question the cost of living must be the main, if not the only, consideration, and an accurate idea of such cost cannot, I hold, be obtained by the methods followed by my colleagues. In the first place, statistics are no doubt valuable as far as they go, but absolute reliance on them without applying a broad outlook to the question must lead to mistakes. For instance, whether you take the weighted or unweighted increase as your standard, you must first find out how far each of the articles in the list supplied by the Statistical Department constitutes in actual experience a necessity of life. Because the price of medicine has increased, say by 100 per cent., and the cost of coal by 100 per cent., and the price of rice by 50 per cent., you cannot strike an average and say that the cost of living has increased by 83 per cent. You must find out what proportion the cost of coal or medicine or rice bears to the total cost of living, and, unless you prepare a family budget and go into these details, statistics become entirely misleading.

Again, the comparison with jail figures is, as my colleagues admit, bound to be an under-estimate, first, because in a jail a very large body of men live together, which is not the case in a family; secondly, because in jails several of the items of living have undergone either comparatively little or no increase. In a lodging jail figures the important point to be borne in mind is that they do not include the increased cost of labour and the middleman's profiteering. Paddy, pulses, mustard seed, yarn, etc., are purchased wholesale and prepared for final consumption by jail labour itself, and, while the cost of labour and rates of profit have increased in the outside world, they have not affected jails. We know that these are two substantial factors in making up the prices of articles. Again, in jails articles are purchased wholesale, and there is a considerable difference between the increase of wholesale and retail prices. A comparison with jail figures is fallacious in several other ways. For instance, they do not show increases under the heads house-rent, vegetables, doctors' fees, educational charges, etc.

Similarly, I am not prepared to accept hostel figures as an absolute basis of comparison, for the very good reason that, as every parent knows, the fixed monthly remittance is supplemented very frequently by the supply of several articles or cash. Moreover, the figures for particular hostels referred to by my colleagues and quoted in Appendices IV and V do not give a fair idea of the increase. For instance, the first item in Appendix IV, *viz.*, the Wann Hostel, is a missionary hostel, where accommodation is supplied at a concession rate and there is thus no increase in house-rent. The second item, the Krishnagar Hostel, the estimate from which is regarded by my colleagues as most complete, does not include warm clothing and several other items, and here also the house-rent is cheaper than it is elsewhere. The greatest defect in figures for students' hostels is that there are regular vacations and the charges realized for these periods go a considerable way towards making up the deficit in the other periods, and, besides, there are always a number of casual absentees, who do not consume food, but nevertheless contribute their share of the common cost.

On the whole, therefore, I am of opinion that my colleagues' estimate of an increase of 60 per cent. has been based on unsound data, and I strongly hold that this rate should be put at 100 per cent. I shall give my reasons for

this estimate in the next section of my note. One point, however, I should like to mention here and that is the supposed theory that there are indications of a world fall in prices. My colleagues contend that the recent prices of food-grains have been influenced by the abnormally bad harvest of the year 1918-19. By food-grains no doubt rice is principally meant. The price of an article of world-wide consumption like rice is determined by so many factors that it would, in my opinion, be incorrect to base any conclusion on the nature of the harvest alone. The price depends also on the nature of the harvest in the neighbouring provinces and the outside world, the amount of stock available from the previous year and on the export policy of Government. As my colleagues lay emphasis on the bad harvest of 1918-19 and expect a fall of prices now, I give below the figures, showing that, in spite of the good harvests of 1919-20 and 1920-21, prices have not only not decreased, but have in fact increased :—

The Calcutta Gazette, dated the 29th January 1919.

				From	To
				Rs A.	Rs. A.
January 1919—					
Balam	6 10	7 0
Patnai	6 0	6 9
Nagra	6 1	6 9

The Calcutta Gazette, dated the 28th January 1920.

January 1920—					
Balam	9 8	10 0
Patnai	8 10	8 15
Nagra	8 11	9 0

The Calcutta Gazette, dated the 26th January 1921.

January 1921—					
Balam	8 0	8 6
Patnai	8 4	8 12
Nagra	8 12	9 6

Similarly, with regard to clothing, which I notice my colleagues consider an item of comparatively small importance in the domestic economy, there is practically no tendency towards decrease, and any fall that took place a few months ago has been counteracted by further rise recently. While the imposition of extra duties on imported clothing is bound to result in further increase. Similarly, again, there is not the least tendency or any possibility of the reduction of house-rent. The tendency rather is towards a further rise.

If, therefore, the prices of foodstuffs or clothing have not come down or are not likely to come down in the near future, and house-rent continues to rise, we are not justified in taking an optimistic view of the situation, because certain of the minor articles of consumption have undergone some reduction in prices. The growing increase in the prices of coal, kerosine oil, fish, vegetables, milk, etc., which are some of the prime necessities of life and exhaust a very substantial portion of a clerk's income, cannot be lightly ignored.

To what extent statistics or generalizations may be misleading may be shown by the following instance. In Appendix VI is given the statistics of the increase of house-rents in Calcutta since 1905-1918 supplied by the Statistical Department. Most of the figures are useless for our purpose, as they relate to commercial or highly expensive European quarters. The

following six figures, however, which relate to Indian quarters, show the increase as below :—

			1910.	1918.	
			Rs.	Rs.	
Zariff's Lane	30	30	
Ditto	47	55	
Beadon Street	55	60	
Shib Narayan Das Lane	45	50	
Ditto	72	90	
Sukea's Street	68	75	
			<hr/>	<hr/>	
Total	317	360	increase 14 per cent.

I do not know on what principle these figures have been collected, and they may be correct in respect of one or two exceptional cases. But as on these figures my colleagues have come to the conclusion that house-rent increased in 1918 by only 10 per cent. over the rate in 1910, and that the further increase since 1918 would not affect this conclusion, all that I can do is to quote the following extract from the speech of the Hon'ble the General and Municipal Member of Government in the Bengal Legislative Council in connection with the Calcutta Rent Bill (*vide The Calcutta Gazette*, dated the 31st March 1920):

"I may be permitted to cite some cases which have come to the notice of Government and which show how inordinate are the enhancements which have been made. In one case rent was enhanced by 17 per cent. in 1918, by 83 per cent. in 1919, and yet again by 50 per cent. in 1920. In another case there was an increase of 10 per cent. in 1919, followed by 160 per cent. in 1920. In a third an enhancement of 20 per cent. was followed by one of 140 per cent. In a fourth the rent was enhanced by 15 per cent. in 1918, by 16 per cent. in 1919 and by 144 per cent. in 1920. In another case the enhancement amounted to 30 per cent. in 1918 and to only one per cent. in 1919, but this was made up for by an enhancement of 146 per cent. in 1920. Another bad case was one in which there was an increase of 40, 8 and 84 per cent. in the three years.

To leave percentages and come to actual figures, I may quote some cases to show the difference between rents in 1917 and 1920. Firstly, I may mention small premises with a rental of less than Rs. 50 a month; in two cases a rent of Rs. 16 has risen to Rs. 32-4 and Rs. 40, respectively. A rent of Rs. 22 has risen to Rs. 56, of Rs. 27 to Rs. 60, of Rs. 35 to Rs. 82, and in two cases of Rs. 36 to Rs. 80 and Rs. 82.

In the case of more highly rented houses, the rent of one house has risen from Rs. 52 to Rs. 150 per mensem. In another case it has gone up from Rs. 53 to Rs. 100, and in a third case from Rs. 70 to Rs. 225

Again, in the case of houses at a rental of more than Rs. 100, the following enhancements are typical :—

From Rs. 155 to Rs. 350

" " 220 " " 400

" " 260 Rs. 290, and Rs. 300 to Rs. 600 in all three cases.

In yet another case where a rent of Rs. 350 was paid under three years' lease, a rent of Rs. 375 was demanded and agreed to last year; the rent has now been put up to Rs. 1,000. The rent of a shop which used to be Rs. 750 was suddenly raised to Rs. 2,750. * * * *

The exorbitant demands of such landlords apply not merely to any single class of houses, whether large or small, but both to large premises and small ones, and to shops and offices as well as to residential buildings; and the rise is not confined to any particular part of Calcutta, but, as far as we can ascertain, it is general.

For instance, in Lower Circular Road the rent of three rooms has been raised from Rs. 100 to Rs. 175; in Elliot Road the rent of a house with seven rooms has been increased from Rs. 220 to Rs. 400; in Zakaria Street the rent of one room was Rs. 18, it is now Rs. 35; in Boloram De Street Rs. 80 was

demanded for a house let for Rs. 40 in the year 1916, and the rents of many flats south of Park Street have been raised from Rs. 200 or thereabouts to Rs. 400."

Does the above statement made on behalf of Government support the assertion of my colleagues that house-rent in Calcutta has increased only 10 per cent. since 1910?

3. **Revision of pay in Commercial firms.**—This again is a misleading comparison. In the first place, in determining the rate of admissible increase in the pay of clerks, it was unnecessary to seek comparison with commercial firms. Government themselves have recently revised the whole of their superior services and some of their subordinate services too, and the rates fixed for these services would give a fair data for comparison for appointments with the corresponding rates of pay in the clerical services. But as this gives a very inconvenient figure, this method of comparison has been avoided by my colleagues. To seek guidance from commercial firms to determine the rate of wages to be given by the employer to the employé appears to me to be a strange idea, and in matters like these Government should rather lead capitalists than follow them. Next, commercial firms can very easily readjust their rates according to every change in circumstances, whereas we all know that Government is very slow to move. It is within my personal knowledge that soon after the outbreak of war, when prices began to go up, commercial firms met the growing difficulty of their clerical establishments not only by increasing the rates of pay, but also by giving them additional bonuses, and in certain cases supplying them articles at cost prices and in several other ways and if the commercial firms feel again convinced that further increase of wages is necessary, they may no doubt sanction this in proper time. On the other hand, during the entire period of the war, when the clerical establishments under Government were suffering from extreme pecuniary distress, Government could not make up their mind for a long time. Lastly, has the rate of increase granted by the commercial firms secured the contentment of their clerical service, on which depends the efficiency of work? The reply is an emphatic "No." I strongly hope that the commercial firms will ere long concede further increases, while the rate once fixed by Government is bound to remain stationary for a number of years.

4. **Principle of graduation.**—My colleagues propose to allow the following percentages of increase :—

				Per cent.
Appointments up to Rs. 50	60
„ between Rs. 55 and Rs. 75	45
„ „ „ 80 „ „ 100	40
„ „ „ 105 „ „ 150	30
„ „ „ 160 „ „ 190	24
„ on „ 200 and over	20

The increase, my colleagues say, has been graduated on the principle that those who have a margin of comfort should receive a smaller proportionate increase than those on the margin of subsistence. I admit that men on the lowest rates of pay have been hit harder by the increase of prices than men higher up in the scale, but at the same time I cannot persuade myself to believe that the clerical service has ever been so liberally paid that as much as 40 per cent. out of a total increase of 60 per cent. can be set apart as the margin of comfort. In the instructions we received from Government (*vide* Government of Bengal, Financial Department, Resolution No. 2934T.—F., dated the 2nd November 1920) there was no indication that the relative scale of comfort, hitherto conceded by Government to different appointments in consideration of the nature and responsibility of work and the standard of qualification laid down for the incumbents, should now be curtailed so severely. This socialistic policy, tending towards a universal levelling-up of wages, can be justified on one ground only, *viz.*, the inability of Government to pay its servants at the rates at which they have hitherto been paid. But, in that case, the principle ought, in all equity, to be applied to all higher paid appointments, and not to the clerical service alone.

In view of the present financial outlook, however, I confess it is impossible for a responsible committee to recommend anything but the

barest necessity, but I should frankly put this down as due to the desirability of reducing the cost of the present revision, and not because the clerks are in such a comfortable position that they can surrender two-thirds of the increase of the cost of living as unnecessary luxury.

My next point of difference with my colleagues is that the rate of increase suggested by them makes no differentiation between Calcutta and the mofussil. Although prices have gone up everywhere, the rate of increase is higher in Calcutta than in the mofussil, especially in respect of house-rent. Moreover, owing to the increase of house-rent and the operations of the Calcutta Improvement Trust, Calcutta clerks have been driven to seek cheaper accommodation at a distance from the office quarters, and this means a recurring charge for tram hire. Further, the prices of several of the articles of foodstuff, especially fish, vegetables, milk, etc., have increased at a higher rate in Calcutta, and the increase in the mofussil cannot bear any comparison with that in Calcutta, and in my opinion proper consideration should have been given to this fact. In paragraph 7 my colleagues state that they have done so. I will deal further with this point in my note on that paragraph.

My greatest objection, however, to adopting this scale of increase is that the United Provinces standard cannot be a correct guide for Bengal. Bengal is on the path to great social and economic changes. Improvements in the standard of living, education, particularly the education of girls, the disorganization of the joint-family system are factors in the problem which no responsible body can lightly ignore, and they all lead to extra cost. If any comparison with other provinces was at all necessary, it should have been made with a more progressive province like Bombay.

Even turning to the United Provinces, I find that the rate of increase there given is not exactly as shown by my colleagues. For instance, in the Agra offices I find that Rs. 20 has been raised to Rs. 40, Rs. 40 to Rs. 70 and Rs. 50 to Rs. 80. These give much higher percentages than shown by my colleagues.

I note that, in regard to the posts below Rs. 25, my colleagues are not prepared to adopt even the United Provinces standard of increase, because they assume that the pay of certain posts there was previously exceptionally low. I venture to suggest that no value should be attached to assumptions of such a nature. In the case of our own province, the scope and nature of our enquiries have precluded us from examining the adequacy or otherwise of pre-war rates of pay, and we have, for the purpose of our work, assumed that these rates were sufficient. We have, therefore, no justification whatsoever for assuming that the rate in another province was exceptionally low, and for basing our conclusions on such assumption.

5. Minimum Wage.—I agree with my colleagues, although with certain reservations, that the rate of wage must depend on the standard of living, the class of work, qualifications and market rates. But, unfortunately, we have not gone into these questions at all. My colleagues have held that these are outside the scope of our reference, and that our duty is only to find out the percentage of increase necessary solely on economic grounds. Having accepted this procedure, the safest course for us would be to find out what are the necessities of living on which the previous committees based their estimate of wages, and to convert the prices of those necessities into modern rates. Before doing this, however, I will examine some of the points taken up by my colleagues.

It is not a fact that just before the war Rs. 30 was generally regarded as the minimum wage for a district office, as my colleagues state. On the other hand, this rate was recommended as long ago as 1885 by the Ministerial Officers Committee of that year. Speaking on this subject, the Eastern Bengal and Assam Ministerial Officers Committee of 1908 stated :

“The decision of the question whether on the whole the pay is adequate, therefore, depends to a considerable degree on the answer to the question whether a pay of less than Rs. 30 is such as will enable a man of the Amla class to live in ordinary comfort and meet the reasonable expenses of men of the same class. To this question we have sought an answer from many sources, and the replies we have received lead us to the conclusion that there is no room for doubt that Rs. 30 a month is the *lowest sum which can be held*

to be a living wage for men of the Amla class, even at the beginning of their services. The facts and figures given in Chapter X of the report of the Salaries Commission show that even in 1885 Rs. 30 a month was as little as a man of the Amla class could live on with comfort. In the twenty years which have passed since that report was drafted, the cost of living has undoubtedly increased, and it is only on the most parsimonious scale that Rs. 30 will now suffice even for a man with a very small family."

The question was afterwards discussed in the Commissioners' Conference of 1908, in which one of the members of the Salaries Committee confessed that they could not recommend a higher rate than Rs. 30, because they had been bound by financial considerations. In the conference it was strongly urged by responsible officers that the rate should be raised to Rs. 50, but at last the following compromise was adopted :—

"While the Conference is of opinion that a higher minimum pay than Rs. 30 is desirable, it accepts the recommendation of the Committee that the minimum pay should be *for the present* Rs. 30, representing, as this does, a substantial advance on the present minimum."

It will thus be seen that Rs. 30 was considered a suitable rate by the Committee of 1885, a parsimonious rate by the Committee of 1908 and an inadequate rate by the Commissioners' Conference of 1908. During the period of five years intervening between 1909 and the commencement of the war the general cost of living increased by over 10 per cent. (*vide* page 30 of Mr. K. L. Datta's Report on Prices), and therefore the rate of Rs. 30 was still more inadequate when the war began.

In the face of these facts, is the assertion made in the majority report that "just before the war Rs. 30 was generally regarded as the minimum wage of a ministerial officer" in district offices tenable?

From the enquiries I have made it appears that nearly two-thirds of the men on the lowest pay in district offices act in the higher grade, that is, they get a pay of Rs. 35 *plus* the *ad interim* allowance of Rs. 10-8 or Rs. 45-8. Thus, when we deal with a man on Rs. 30, we are in a majority of cases dealing with one on Rs. 45-8, and not with one on Rs. 39, as held by my colleagues.

The present minimum in the Eastern Bengal districts is Rs. 30 and in the Western Bengal districts Rs. 25. My colleagues suggest that these figures should now be raised to the uniform rate of Rs. 40. Even leaving the acting allowance, this gives an increase of 60 per cent. to the men of the Western Bengal districts, but only 33 per cent. to the men of the Eastern Bengal districts, or, in other words, three out of five divisions are deprived of the full benefit of the increase conceded by my colleagues. If I succeed in establishing that the cost of living has increased by 100 per cent., the Western Bengal rate should be Rs. 50 and the Eastern Bengal rate Rs. 60, or an average rate of Rs. 55. But, as I will suggest later, I will not go beyond Rs. 50.

As my colleagues have quoted the Postal and Assam rates in support of their proposed scale for the Lower Division in district offices, it is necessary to state the full scale for these two :—

Postal, for Calcutta	...	Rs. 45—45—50—3—64—4—5—140.
	{	1st class head offices and town offices
for Mofussil		Rs. 40—40—45—3—54—4—130.
		2nd class head offices and town and sub-offices
Assam	...	Rs. 40— $\frac{3}{4}$ —60—4—100.

It will thus be seen that both these rates are far superior to the proposed rate for district offices, *viz.* Rs. 35—35—40—2—68— $\frac{3}{4}$ —80. I do not deny that Postal clerks are very hard-worked, but so too are the district office clerks, and the nature of the duties is more complicated in the latter case. Again, in Assam, the laws and regulations are not as varied as in Bengal, and the standard of living is very much different, while the cost of living is considerably less. Therefore, apart from economic considerations, my suggestion for a rate Rs. 35—40—50—2—70—3—100 is, I hold, quite modest.

6. **Probationers.**—I agree with my colleagues.

7. **Town allowance.**—In a previous paragraph I have given reasons for a higher percentage of increase in Calcutta. In this paragraph my

colleagues admit that this is necessary, and they state that they have taken this factor into consideration in fixing the pay of the purely Calcutta offices. My contention is *they have entirely ignored this factor* with regard to these offices. I will prove this by concrete examples :

In the office of the Director of Land Records, as will be seen from the detailed list regarding that office, the present value of the eight posts in the Lower Division is Rs. 472, or an average of Rs. 59 for each. This sum raised by the standard percentage, as allowed by my colleagues in paragraph 4, *i.e.*, raised by 45 per cent., gives us Rs. 86, but the proposed average value is only Rs. 77-8, giving an increase of 30 per cent. only. Or, in other words, not only has the Calcutta allowance been ignored, but even the ordinary standard increase has not been allowed.

I will take another example: The Inspector-General of Prisons' office has 20 posts in the Lower Division at a total value of Rs. 1,110, or an average value of Rs. 55-8. Raised by the standard percentage, this figure should come up to Rs. 80, whereas an average Rs. 77-8 only has been given. Here also there is no Calcutta allowance, nor even the standard increase.

Yet another example : The posts of senior Head Assistants in the Secretariat carry a fixed rate of Rs. 400. Raised by the standard percentage, this figure goes up to Rs. 480, and the average proposed by my colleagues is only Rs. 488-12. Here also, therefore, there is no Calcutta allowance, unless it is argued that the extra Rs. 8-12, which is really an arithmetical re-adjustment, gives an allowance of 2 per cent.

It is unnecessary to multiply examples.

The above is with regard to purely Calcutta offices. With regard to offices located in Calcutta, but the pay of which has been fixed on a provincial basis, my colleagues recommend an allowance of 10 per cent. of pay. I agree to this scale, although I think a more proper arrangement would have been to lay down a minimum of Rs. 10 and a maximum of Rs. 25, as I will do later on in the case of purely Calcutta offices.

8. Hill and local allowances.—I agree with the reservation that I give no opinion in regard to the proposal of the Deputy Commissioner, Darjeeling, to raise the rate of allowance in that district. This question, I believe, affects other subordinate services employed in Darjeeling, and there should be a common rate for all such services. The question, therefore, cannot be decided by this Committee.

9. Time Scale.—I agree generally with the views of my colleagues as stated in the paragraph on the subject, except that I think that a second efficiency bar is unnecessary. An annual increment itself implies an annual examination of the character of work of the incumbent. This annual examination combined with the special examination at the eleventh year, is in my opinion, quite sufficient.

I also think that the question of acting allowance has been inadequately dealt with by my colleagues. The statement that the amount of this allowance is on an average nearly 6 per cent. of the total establishment cost is, I think, an under-estimate. From Appendix X it will be seen that the present total cost of ministerial establishment is roughly Rs. 60 lakhs and the cost of the increases proposed by my colleagues is Rs. 31 lakhs. Taking the acting allowance even at 6 per cent. of the present cost, the saving owing to the abolition of this allowance would be Rs. 3,60,000. From the enquiries, however, that I have independently made, it appears that the cost of this allowance is roughly 10 per cent. of the establishment cost. In that case the saving would be about Rs. 6,00,000. As, however, I am not quite certain whether I am correct, I would suggest that Government should make a further enquiry on this point. If my figure is correct, we are taking away, in respect of those appointments, which are included in the time scale or in a lengthy progressive scale, nearly 20 per cent. (*i.e.*, 6 lakhs out of 31 lakhs), and if my colleagues' figure is correct, nearly 12 per cent. (*i.e.*, 3.6 lakhs out of 31 lakhs) of the benefit conceded by us on the ground that the new scale would give a "regularity of increments." But regularity or irregularity of increment cannot change the monetary value of an appointment.

10. Upper and lower scales or divisions.—I have nothing to remark.

11. **Gradation of scales.**—I agree. I have followed these principles as far as possible in my scheme.

12. **Uniformity.**—In view of our fundamental difference regarding the rate of increase to be given, it is not necessary for me to comment on the scales laid down by my colleagues. I would suggest a different scale later on.

13. **Stenographers.**—I think a wholesale reorganization of the staff of stenographers is beyond the scope of our duties, and if we are to undertake this work, a further enquiry should have been made. For instance, the opinions of the Principal of the Commercial Institute and of the General Manager of the Remington Co., although valuable in themselves, are vitiated by the fact that they have treated the subject entirely from the commercial point of view, that is, speed. On the other hand, a stenographer in a Government office is a combination of a shorthand-writer and a tour clerk and is also very often a confidential assistant. Some of them are required to make extensive touring throughout the year, and this involves great discomfort and additional expense.

Next, with regard to reporters, they form a class by themselves. There is a good deal of difference between taking down the substance of a speech and reporting a speech verbatim in an assembly of a large number of persons. Men of this class are rare in India, and I understand that there was a proposal to get reporters out from Pitman's institution in London. To determine the rate of wages payable to this class, it is necessary to ascertain what would be the charge of a reporter trained in England. It is also necessary to find out what daily or monthly fee is paid by newspapers to their reporting staff. If the reporters can earn more independently, they will be tempted to give up Government service as soon as they acquire sufficient speed.

Having regard to all these factors, I will propose a separate scale for these officers later.

14. **Typists.**—With regard to this class, as in the case of the Lower Division, the primary consideration is that they should get sufficient wages to enable them to live. Typists are generally employed in Calcutta offices, and the rates of pay proposed by my colleagues will not give them a living wage under modern economic conditions.

15. **Method of initial entry into new scales.**—I agree with my colleagues, subject to the following modifications :—

In (1), I think, continuous temporary, acting or sub. *pro tem.* service should be allowed to count towards increments in the time scale. Similar concession has been given to several other services.

In (2) also this procedure should be followed.

In (6), I think, in making up the loss due to the introduction of time or progressive scales, the loss of acting allowance as well as of *ad interim* allowance on acting allowance should be taken into consideration and personal allowances should be granted temporarily to make up the loss. This concession has been granted to Imperial Services (*vide* Home Department Resolution No. 1428, dated 20th July 1920, and No. 485, dated 23rd February 1921), and there is the greater reason for extending it to lower paid services. The principles laid down in the two Resolutions quoted above may be followed, the allowances ceasing on reversion to an inferior post. Personal allowance, under Note 1 to Article 33, Civil Service Regulations, is treated as pay, and the loss of this allowance and of the *ad interim* allowance on this allowance should be compensated. Otherwise several officers will draw less pay under our scheme.

16. **Conditions of service.**—Although this question is beyond the scope of our reference, I think that it should not be shelved. The inadequacy of pay is no doubt the main cause of the present discontent, but the want of prospects is no less important. As we have not examined this question, I refrain from making any suggestion beyond pointing out that His Excellency the Governor himself assured the deputation from Writers' Buildings' Association that it was his intention to make an exhaustive enquiry into the conditions of the Ministerial service.

PART II.

Recommendations regarding increase of pay.

(i) Clerical Establishments.

1. **Terms of reference to the Committee.**—The Resolution issued by the Government of Bengal appointing the Committee was as below :—

“The situation created by the large increase in prices in recent years, in consequence of which the subordinate officials in Government service in this Presidency have been hard hit, has been partially met by the grant of war and grain compensation allowances and of the temporary allowances lately sanctioned for ministerial officers. In the opinion of Government, however, the changed conditions render a readjustment of salaries necessary, and with this object in view they have decided to appoint a Committee to advise as to the revision, in accordance with modern economic conditions, of the pay of the permanent ministerial and menial establishments. * * *

From the above it will be seen that Government fixed no date which should be the starting point of our enquiry and it is, therefore, necessary to fix an equitable date.

The district offices and offices of Commissioners of Divisions were re-organised as the result of the work of two Committees which held their enquiries between the years 1905 to 1908. The present rates of pay of the Bengal Secretariat were fixed in the year 1892 and although certain changes have been made since then they are so immaterial that they may be ignored for our purpose. The pay of the lower division of the Secretariat was revised in 1919 but for facility we have assumed that there has been no change and have based our calculations on the previous rate. The rates of pay of other offices have either remained stationary for a long number of years or been revised in accordance with the standard rates prevailing in the Secretariat and district offices, while in the cases of a very few establishments increase of pay has been granted in recent years mainly on grounds other than economic.

I think, therefore, that if the year 1908 is taken as the starting point of our enquiry it will be fair to the majority of the establishments concerned.

Another point noticeable in the Government Resolution is that they recognise that the temporary allowances recently sanctioned at rates varying from 30 to 15 per cent. of pay have given only a partial relief and that it is their desire that full relief should now be given in accordance with modern economic conditions.

2 **Cost of living.**—It is necessary to discuss the question as to what should be taken as the proper cost of living, as there is a tendency in certain quarters that in the case of subordinate officials only the barest necessities for keeping the body and soul together should constitute this cost. Not only so, it is often argued that in fixing the pay of these officials, the prevailing market rate or, in other words, the principle of supply and demand, should be the determining factor. The above appears to be an entirely wrong view. As the Public Services Commission pointed out in paragraph 58, page 39, of their Report ; “Instead of being one of a number of rival competitors, the Government in India is practically in the position of a monopolist employer, who is unembarrassed by a trade union, and supplied with an abundant labour market, and by reason of these factors free to fix his own rate.” This being so, in fixing the rates of pay, that Commission was unable to be guided solely by the ideal of cheapness. They took into consideration the responsibilities attaching to the appointments concerned, the necessity of placing officers above the reach of temptation and of enabling them to maintain a position in society which the Government might wish them to occupy in each case.

The above principle should apply with greater force to officers on low rates of wages. As the Eastern Bengal and Assam Ministerial Officers Committee of 1908 remarked, to every Government servant a living wage should be assured and that wage should provide not only the barest necessities of living for self and family but should contain provision for reasonable

decency and comfort. The rate must be sufficient to place him above constant worry and anxiety, must give him funds to educate his children and marry his girls and should at the same time leave a small margin for emergencies and for making a suitable provision for his family.

3. Increase in the cost of living.—Although since the war the prices of articles have increased at an abnormal rate, a considerable rise had taken place even before the war. Mr. K. L. Datta in his Report on the Enquiry into Prices in India, after considering all the factors of the problem, remarked : "So far as India is concerned, it seems to me to be safe to conclude that the rise of prices is likely to continue for some time to come. At any rate it is hardly likely to fall. An analysis of the factors affecting prices, whether confined to India or pervading the whole world, shows that, leaving out of account exceptional movements, both up and down, in exceptional times of famine and commercial crisis, the present general price-level will be maintained, if not raised." The figures given by Mr. Datta in his Report show that there must have been an increase of 10 per cent. at least in the cost of living between the years 1909 to 1914. As he noticed, this increase affected most the persons on fixed small wages.

To find out, however, to what extent exactly the clerical and menial staff has been affected by the rise since 1908 it is essential to prepare a comparative family budget. A fairly accurate list of items forming the indispensable necessities are given in Mr. McAlpin's Report of 1910 on the Secretariat Reorganisation and although the list was prepared for Calcutta, as we are here concerned with the percentage of increase only, which (with the exception of house rent, medicine and tram hire) will apply throughout the province, we may adopt it for our present purpose.

	Cost as shown in 1910			Present cost		
	Rs.	A.	P.	Rs.	A.	P.
<i>For self—</i>						
Rice (at ½ seer a day)	2	10	0	4	8
Dal (4 seers)	0	12	0	1	7
Vegetables and fish (at 6 pice per day)	2	13	0	4	1
Ghi	0	11	3	1	9
Salt, spices, oil, etc.	1	1	9	2	4
		8	0	0	13	13
<i>For wife—</i>						
A less quantity of above	7	8	0	25	6
For 2 children	7	0	0		
Clothing, shoes, etc.	3	0	0	10	0
Light	1	8	0	3	4
Social and religious ceremonies	0	8	0	1	0
Utensils, bedding, etc.	0	12	0	2	4
Tiffin	2	0	0	4	0
Servant (including food)	8	0	0	16	0
		38	4	0	75	11

In the above estimate, I have made no change in the list of items and quantity considered necessary in 1910. I have only changed the prices to present day figures according to the percentage of increase supplied by the Department of Statistics for the year 1920. One or two items are not to be found in the figures supplied by that department and in respect of them I have been guided by my own experience. It may be said that the increase in prices reached the highest level in the year 1920 and that as there is a tendency for the prices to go down now, a lower percentage ought to have been taken. Against this, I should point out that an examination of the estimate will show that it is made up mainly of foodstuff and clothing and there is not the least indication yet of any fall in the prices of these things. There will no doubt be a decrease in prices of such articles as tea, sugar,

stationery and articles of luxury, but the estimate does not contain any provision for such things. House-rent also is not included here, but the cost under this head also has no possibility of decrease. At any rate I am recommending later on an increase of 75 to 30 per cent. only.

Minimum wage recommended.—The estimate given in the previous paragraph gives a fair idea of the cost of living of a person of the middle class in the beginning of his career in a mufassal district. To this estimate should be added fuel, house-rent and medical charges, and the cost would then be about Rs. 85 a month. It contains, in my opinion, insufficient provision for clothing and it leaves no margin for small amenities of life or for emergencies. This estimate was, however, considered in 1910 as providing a comfortable living, as it included provision for a servant, and the minimum cost of living was taken at 20 per cent. below that sum. Even accepting this line of argument, the present day minimum cost of living on the figure accepted in 1910 would be about Rs. 68 a month.

We can test the above figure by two other estimates given in 1908, one by Khan Bahadur Khwaja Muhammad Yusuf and the other by Rai Kaliprasanna Ghosh Bahadur, and quoted with approval by the Eastern Bengal and Assam Ministerial Officers Committee of that year. The estimates with their present day cost are given below :—

Estimate by Khan Bahadur Khwaja Muhammad Yusuf.

	Price shown in 1910		Present price.	
	Rs.	A.	Rs.	A.
Rice for 4 persons, including maidservant.				
Burma rice at Rs. 5-4 a maund—Rs. 7-4	8	0	13	10
Fish, vegetables, oil, fuel, etc. ...	12	0	25	0
Milk for child ...	2	8	3	8
House-rent ...	6	0	9	0
Cloth, say ...	2	0	6	10
Wages of maidservant ...	2	0	4	8
Doctor's fee and medicine ...	2	8	6	0
Total ...	35	0	68	4

Estimate by Rai Kall Prasanna Ghosh Bahadur.

House-rent ...	7	0	10	8
Rice, 1½ maund ...	8	0	13	10
Dal, etc. ...	2	0	3	13
Fish ...	1	8	2	2
Vegetables ...	2	0	4	0
Oil, fuel, etc. ...	3	0	6	8
Washerman ...	1	0	2	0
Barber ...	0	4	0	8
Maidservant ...	2	4	4	8
Miscellaneous ...	3	0	10	0
Total ...	30	0	57	9

My proposal therefore is that for clerks of the qualification required for district and divisional offices the minimum pay should be Rs. 50, but this sum he would not get at once. He would be on probation for two years on lower rate, and would draw Rs. 50 in the third year after confirmation.

In recommending the above rate I have taken several factors into consideration. In the first place, as I have shown in Part I, even in 1908 there was strong feeling among responsible officers that the rate of pay should not be less than Rs. 50, and there is therefore a stronger justification now for adopting this rate. Next, owing to the growing competition for service, although theoretically the appointments in district offices and other offices of similar standard are filled by men with matriculation qualification, in fact men with higher qualifications enter there, and if as the result of this Committee's recommendations the

present rates are revised, I expect that the majority of the new recruits will be persons with I A. or I.Sc., or even B.A. or B.Sc., qualifications. It may be argued that they are not wanted and should be shut out. But it is of no use ignoring facts and, so long as the country does not provide sufficient scope of employment to young men, the present situation must be faced anyhow. There is no doubt that, even if the wages are not increased, there will be no want of candidates for employment, but it is a false economy to underpay Government servants having frequent dealings with the public.

Having regard to all these considerations, I would strongly urge that the initial pay of a clerk at the third year of his service should not be less than Rs. 50, and I have adopted this rate for clerks of the qualifications required for district and divisional offices. For men with lower qualifications, *e.g.*, muharrirs, I have suggested a lower rate.

5. Gradation of scale.—As I have shown above, the cost of living in respect of the class of men we are dealing with has increased by about 100 per cent., but I agree with my colleagues that, for reasons I have already set forth, it is necessary to adopt a lower percentage of increase of pay and to graduate the increase as we rise higher up in the scale. I have allowed generally the following rates of increase, except in cases where, for special reasons, it has been necessary to allow a higher or lower rate :—

For appointments up to Rs. 50		—75 per cent. against my colleagues'		60 per cent.	
Ditto	Ditto between Rs. 55 to Rs. 75—65	„	„	45	„
Ditto	Ditto Rs. 80 to Rs. 100—55	„	„	40	„
Ditto	Ditto Rs. 105 to Rs. 150—45	„	„	30	„
Ditto	Ditto Rs. 160 to Rs. 190—35	„	„	24	„
Ditto	Ditto on Rs. 200 and over—30	„	„	20	„

6. Calcutta Allowance.—As I have shown in Part I, my colleagues have admitted the necessity of a higher percentage of increase in Calcutta, and have provided for this for offices organised on a divisional basis located in Calcutta, but in respect of other Calcutta offices they have failed to make any provision for this purpose. This has led to inequalities amounting to absurdities. For instance, the post of Sheristadar of the office of the Commissioner of the Presidency Division carries now a pay of Rs. 200—10—250. This is also the rate of pay of several ministerial heads in purely Calcutta offices, *e.g.*, those of the Director of Land Records, Excise. According to our colleagues' proposals the Sheristadar would in future, with the Calcutta allowance, get a minimum of Rs. 275 and a maximum of Rs. 330, while the latter officers would get only Rs. 250 to Rs. 300. Not only so, but even officers at lower rates of pay than the Head Assistants of the Calcutta offices named above would get a higher maximum under our colleagues' scheme. The same inequality prevails throughout the whole report. The fact is that my colleagues did not take this point seriously into consideration until I pressed it again and again to their notice, and, though at the end they changed paragraph 7 of their "General Observations," by stating that they had in their proposals for purely Calcutta offices taken the higher cost of living into consideration, they omitted to change their figures relating to rates of pay. This is a serious omission and should be rectified.

The necessity of giving some concession to enable officers to face the higher cost of living in Calcutta has already been admitted. In the case of the Imperial Services ordinarily house-rent allowance is paid under the Calcutta house allowance scheme or otherwise. There are also local allowances attached to several appointments. In the case of subordinate services, too, similar concessions have generally been allowed, and with regard to menials a special rate is given for Calcutta, Howrah and Darjeeling. I therefore see no reason to exclude a particular section of the ministerial service from the benefits of the concession. It may be argued that the present rates of pay already contained a provision for the higher cost of living in Calcutta. Such an argument can be disposed of by pointing out that the present maximum wage in Dacca or Chittagong or Rajshahi is Rs. 30, which is also the ordinary rate in Calcutta offices, including the offices of Head of Departments.

Even admitting that the present Calcutta rates were adequate, it cannot be denied that within the last decade the cost of living in Calcutta has increased at a higher rate than elsewhere. I need point only to the increasing rates of house-rent, the growing necessity of using tram cars for attending the office and the cost of medical aid. With regard to this last item, my colleagues, in paragraph 16 of their report, have referred to hardship due to the denial of free medical attendance and supply of medicine to Calcutta clerks, a concession which is given in all other places to Government servants. But as a solution they have suggested that the clerks should organize co-operative medical stores. I do not believe that the difficulty can be so easily solved. The Government of Bihar and Orissa, besides allowing the above concession to their ministerial establishment in Patna, have provided Government quarters at the following rates of rent :—

All the ministerial officers employed in the Bihar and Orissa Secretariat and attached offices have been provided with Government quarters of various types according to the respective salary of each, for which those drawing above Rs. 100 have to pay a monthly rent (exclusive of water and latrine taxes) of ten per cent. of their respective salary, subject to a maximum limit for each type of quarters, as shown in the statement below, and those drawing Rs. 100 and below at 5 per cent. of their respective salary :—

Type of quarters.	Detailed dimensions and number of rooms in each type of quarters.	Maximum rent excluding taxes.
		Rs. A.
A type for the Assistants drawing a salary of Rs. 250 and above (Head Assistants and Superintendents or Heads of Departments.)	4 bedrooms (12' × 15' each). 2 bathrooms (7' × 7' each). 1 godown, 1 store room, 1 cook room and 1 servant's room and 2 privies with enclosed compound	21 0
A type for the Assistants drawing a salary of above Rs. 150 and below Rs. 250.	2 bedrooms (12' × 15' each). 1 bedroom (12' × 12'). 1 cook room, 1 servant's room, 1 bathroom (uncovered), 2 privies with enclosed compound	15 0
B type for the Assistants drawing a salary of above Rs. 100 and up to 150.	3 bedrooms (two 12' × 12' and one 12' × 10') 1 servant's room, 1 cook room, 1 godown and 2 privies with enclosed compound	10 8
C type for the Assistants drawing a salary of Rs. 100 and below.	3 rooms (12' × 10' each), 1 store room, 1 cook room, 1 servant's room and 2 privies with enclosed compound ...	9 0

In Calcutta, on the other hand, it is impossible to get separate accommodation of any kind at a rate below Rs. 25, and it is no exaggeration to say that, in the case of the lower ranks at least, on an average one-fourth of the pay has to be spent on house-rent. Moreover, owing to the distance of office quarters, it is now-a-days essential for clerks to use tram cars, which costs roughly Rs. 4 to 5 a month. Medical aid in Calcutta is also comparatively costly, as no doctor would accept a fee of less than Rs. 4 per visit.

After considering all these points, I am strongly convinced that some concession should be given to Calcutta clerks, to mitigate their present difficulties. I have not included this concession in the rates of pay recommended by me, as that would have increased the pensionary charges. I therefore suggest that a rate of allowance at 10 per cent. of salary with a minimum of Rs. 10 and a maximum of Rs. 25 should be granted to clerks employed in purely Calcutta offices, to bring them on a par with the other clerks employed in Calcutta offices organised on a divisional basis and other Government servants in general. The cost of this concession would be Rs. 3,60,000 per annum, as shown in the Appendix.

7. **Summary of recommendations.**—In the detailed scheme of revision, as shown in the statements, I have followed the following scales for the lower division :—

For district offices and offices of similar status, Rs. 35—40—50—2—70—3—100.

For offices of divisional ranks, Rs. 40—45—50—3—80—4—120.

For Superintending Engineers' offices, Rs. 40—45—50—3—110.

For offices of Heads of Departments, High Court and offices of similar rank, Rs. 45—50—60—4—140—5—150.

For the Board of Revenue, Rs. 50—55—65—4—105—5—150 with a selection grade.

For the Secretariat, Rs. 60—60—70—4—130—5—145—145—5—160 with a selection grade.

For the Upper Division, following my colleagues. I have retained progressive scales, the rates varying according to present pay. In a few special cases higher percentages have been allowed for special reasons, as explained in the detailed note regarding respective offices.

For typists in mufassal, Rs. 45— $\frac{1}{2}$ —100, in Calcutta, Rs. 50—3—125.

For Stenographers, three grades of (1) Rs. 80—5—175, (2) 100—5—125—10—225, (3) 100—10—140—10—240.

For Reporters, Rs. 275—10—375.

The efficiency bar should be applied on the 11th year from the date of confirmation.

With regard to the highest ministerial appointments, as they can be reached only after a long number of years of service in the lower grades, I have reduced the period of increments ordinarily to 3 or 4 years. My colleagues have recommended a period of 5 to 10 years but it is obvious under such an arrangement it would be impossible in the majority of cases to attain the maximum before retirement. In the India Secretariat the period of increment in the case of Registrars has been fixed at 2 years.

(II) Menials.

General Remarks.—The general position regarding menials has been explained by my colleagues. They realized that the rates of pay even after the recent revision are inadequate and require further increase. The Postal Committee have recently gone into the question of the pay of menial establishment and have allowed a higher rate to Postmen and a lower rate to inferior servants. For ordinary establishment menials, other than process-servers, my colleagues have adopted the rate allowed to inferior servants in the Postal Department except that they are not prepared to give them an equal maximum as by doing that they would have to allow a higher maximum to process-servers in B class districts than is paid in these districts to constables. I cannot appreciate the force of this argument. Constables, besides pay, are allowed free quarters, free clothing and free passage to home and back on occasions of long leave. Some of them have the prospect of promotion to the rank of head constables or Assistant Sub-Inspectors. These advantages are absent in the case of process-servers and therefore a comparison on the figure of pay alone is unfair, and I see no objection to allowing them higher a maximum than that given to constables. I quite realize that the duties of constables are difficult and exacting, but so too are those of the process-servers. Moreover, constables as a rule are employed on illiterate duties, whereas process-servers have to do literate duties, and their work is more responsible than that of constables.

Having regard to the present-day cost of living and the wages earned by unskilled labour now-a-days I would fix the same rate of pay for establishment menials (other than process-servers) as that fixed by the Government of India for the Postal Department menials of a similar class with the modification that the maximum would be reached in 20 years as suggested by my colleagues. In fact, it is the minimum that can be conceived under the present-day circumstances, and gives a man on an average only about an anna more than that allowed by my colleagues.

2. **Scales of pay recommended.**—My proposals with regard to the different classes of menials are as below :—

(1) *Establishment menials other than process-servers*—

				Rs.
A districts	15— $\frac{1}{4}$ —20
B districts	14— $\frac{1}{4}$ —19
C districts	13— $\frac{1}{4}$ —18

(2) *Process-servers*—

				Rs.
A districts	18— $\frac{1}{4}$ —24
B districts	16— $\frac{1}{4}$ —22
C districts	15— $\frac{1}{4}$ —20

(3) *Contingency menials.*—Rs. 13, Rs. 14, Rs. 15, and Rs. 16 allowing a general increase of Rs. 4 to each. I cannot agree with my colleagues in their suggestion that the heads of offices should be authorized to reduce these rates at their discretion. If the matter is left to idiosyncrasies different rates of increase are bound to be introduced in different offices and this will lead to serious discontent.

(4) *Temporary Establishment menials.*—I agree with my colleagues that these men should get the minimum pay of the establishment menials.

(5) *Daftaris and Record-suppliers.*—I cannot agree that Daftaris should get the same rate of pay as ordinary peons. They must possess some technical knowledge of their work and should also be literate, and, therefore, they should be paid at a slightly higher rate everywhere.

The duties of Record-suppliers are of an important nature, and a really useful man can be helpful in several ways in certain classes of work on which clerks have otherwise to be employed. To employ ignorant low-paid men on this duty, therefore, would be a false economy. I have suggested the following rates :—

Daftaris—for Secretariat, High Court and Board of Revenue—

				Rs.
				20— $\frac{1}{4}$ —32
For other offices for—				
A class districts,	16— $\frac{1}{4}$ —22
B „ „	15— $\frac{1}{4}$ —20
C „ „	14— $\frac{1}{4}$ —19

Record-suppliers for Secretariat, High Court and Board of Revenue—

				Rs.
				25— $\frac{1}{4}$ —35—1—40
Ditto	for other offices	20— $\frac{1}{4}$ —32

In comparatively unimportant offices I have given them the same pay as to Daftaris.

(6) *Jamadars.*—I think that a Jamadar is much more than a senior peon. He is required to control the subordinate peons, to be helpful in tours and get suitable candidates when vacancies for peons occur. I have provided for appointments of Jamadars at special rates for the Secretariat, High Court, Board of Revenue, Heads of Departments and Divisional Commissioners only. In other offices senior peons will work as Jamadars.

(7) *Other Menials.*—With regard to other menials, I have generally followed the scales laid down for Postal Department menials, with variations in special cases, as will be seen from detailed statements.

(8) *Launch Establishment.*—I agree with the proposals of my colleagues.

PART III.

Financial Effect of the Proposals.

The financial effect of my proposals is a sum of Rs. 60,34,243 as against my colleagues' Rs. 41,19,057. Details of this sum are shown in the different statements appended to Parts II and IV of this report. Briefly, it is made up as below :—

For Ministerial officers (i) increase of pay Rs. 44,27,808.

(ii) Calcutta allowance for purely Calcutta offices Rs. 3,60,960.

For menials, increase of pay—Rs. 12,45,475.

To this sum should be added another Rs. 50,000 representing roughly the cost of the Calcutta allowance to offices organized on a divisional basis. The gross effect of my proposals is therefore Rs. 60,84,243. As the present cost of these establishments is Rs. 93,61,140, the increase (including *ad interim* allowances now sanctioned) is roughly 65 per cent.

Against this increase, however, there will be a saving of about 3 or 4 lakhs on account of the discontinuance of the acting allowance to the holders of those appointments which are now included in the time-scales or lengthy progressive scales. In Part I of my report I have given reasons for holding that the present cost of acting allowances is roughly Rs. 6,00,000, but as under the revised system acting allowance will still be drawn in a certain number of cases, I have roughly taken the savings to be about 3 to 4 lakhs of rupees. Next, although, on paper the extra cost would be Rs. 60½ lakhs, so far as I understand the case, the actual ultimate increased cost will, as a matter of fact, never be reached. I shall illustrate my point by an example. In the district offices, an officer will require to serve about 60 years to rise from the position of a probationer to that of the Superintendent if he has to serve the full incremental period of each grade. As a matter of fact, however, he will serve for a much shorter period in each grade and thus will rarely draw the maximum of any of the grades. As the average cost of each appointment has been calculated on the assumption that each officer will draw the maximum of his scale or grade and as, in the circumstances stated above, this maximum will never be reached by those officers who receive promotion to a higher grade before serving the full incremental period, the cost, as calculated on the average, is higher than the actual cost.

Another point is that a portion of the extra cost is due to reasons other than economic. For instance, the prevailing rates of pay in the Eastern and Western Bengal districts are dissimilar and an assimilation of these rates was long overdue and was necessary even apart from the present revision. Again, it has been found necessary to convert a few posts on lower rates of pay to higher rates owing to the creation of new departments due to the Reform Scheme.

CONCLUSION.

The Government have provided a sum of Rs. 46 lakhs in current year's budget to meet the cost of this revision. This sum will not cover the cost of my proposals. It is not for me to suggest how this extra cost should be met. At the same time I cannot entirely ignore the fact that this will be a heavy charge on the provincial revenues. It, however, appears to me that a portion of the extra cost can be reduced by introducing certain reforms. In the first place, evidence was placed before us showing that in recent years there has been a falling off in the qualifications of recruits as the present rates do not offer sufficient attraction. Should, however, the rates be increased, a better class of men will no doubt be forthcoming, and it may be possible gradually to reduce the existing staff to some extent. This will be an indirect saving to Government. Secondly, I should think that the present system of filling the superior clerical appointments, *e.g.*, those of Under-Secretaries, Assistant Secretaries, Personal Assistants, etc., is too costly and at the same

time productive of considerable discontent. I am sure if these posts are filled up by Ministerial officers, who have established their fitness for higher appointments, they will be satisfied with a lower rate than is now given to the present incumbents and at the same time it will be a very great incentive to good work. I consider it a bad policy to set a limit to a man's ambition by hard-and-fast rules, and the present system of debarring really efficient clerks from prize posts to me appears to be indefensible. In the past clerks used to be appointed to responsible posts and I believe thoroughly justified their selection. I understand that the Government of India have adopted a more progressive policy in their own Secretariat, and their example can, I think, be usefully followed by the Local Government. Similarly, I think that certain routine functions of Judicial and Executive Officers can be transferred to Sheristadars and Superintendents, and this, by reducing the work of the former officers, may make it possible to reduce their strength.

On the whole, therefore, I am convinced that a thorough reorganization of the office system is necessary both in the interests of the clerks themselves as well as of Government, and I recommend that this should be taken up as soon as possible.

PART IV.

Notes on individual offices.

In this part I have given reasons for the rates of pay proposed by me for the typical offices. As the rates proposed for other offices follow them closely, I have not dealt with all the offices coming within our review.

The Bengal Secretariat.

I am afraid that the statement of facts made by my colleagues does not convey a correct idea with regard to the offices included in the Bengal Secretariat. In the first place, it has been stated that "the pay of the whole office establishment of the Secretariat was revised in the year 1910." The scales of pay as they stood in the main departments before 1892 and the changes made since then are shown in statement below :—

Appointment.	Before 1892	After 1892.	After 1910.	REMARKS.
	Rs.	Rs.	Rs.	
Registrar and Head Assistant ...	458½—40—658½	458½—40—658½
Head Assistant ...	400—40—600
UPPER DIVISION.				
Assistants, Grade I ..	300—20—400	400	400	In 1910 the system of giving a duty allowance to Head Assistants at rates varying from Rs 50 to Rs. 100 was introduced.
Do. II ...	200—20—300	300	300	
Do. III ...	150—10—200	200	250	
Do. IV ...	100—10—150	150	150	
Do. V	125	125	
LOWER DIVISION.				
Assistants ...	60—8—100	100	100	
	40—4—60	80	80	
	25—3—40	70	70	
	60	60	
	50	50	
	40	40	

From the above statement it will be seen that reorganisation of 1910 gave no practical benefit to the Assistants in general. The only change made was the addition of a grade on Rs. 250 by readjustment of other grades and the grant of a duty allowance to Head Assistants who had suffered considerably by the reduction of pay in 1892. There is, therefore, no justification for the statement that the whole office establishment was revised in 1910. For practical purposes, we may, therefore, take it that the scales of pay have remained stationary since 1892.

The comparison made in the statement by my colleagues with the scales of pay granted to the Imperial Secretariat does not give a correct idea of the difference of pay proposed. The two scales really compare as below :—

	Present rates in the Imperial Secretariat.	Proposed rates in the Bengal Secretariat.*
	Rs.	Rs.
Head Assistants or Superintendents ...	600—40—800	425—25—500
Upper Division—		
Selection grade ...	375—25—500	325—25—400
Ordinary time-scale ...	200—15—365—380—15—500	150—10—170—10—250—15—400
Probationers ...	175	125
Lower Division—		
Selection grade ...	300—25—350	175—200
Ordinary time-scale ...	100—8—156—164—8—300	65—4—145—145—150
Probationers ...	80	60
Stenographers ...	175—9—400 }	250—10—350 100—10—140—10—240

* Those doing Head Assistants work will get an allowance of Rs. 100.

The Bengal Secretariat is the premier office under the Local Government. While I recognize that there should be a difference in the scales of pay between the Imperial and Local Secretariat, I cannot overlook the fact that the gradual devolution of powers to Local Governments, the introduction of the Reforms and the grant of Provincial autonomy have added considerably to the complexity of work in the Secretariat and the difference in the rates of pay, based on a difference in the nature of work, should now be narrowed. Further, the recruits for the Upper Division are selected from the candidates who obtained nomination for Provincial and Subordinate Services, but were not finally appointed. The Public Services Commission recommended a minimum pay of Rs. 250 for all services recruited from the ordinary graduate class, and, although we are not discussing administrative questions, the fact that the Upper Division of the Secretariat has been previously held as occupying a position intermediate between the Provincial and Subordinate services and is actually filled by men of that standard cannot be altogether ignored. It is, however, unnecessary to discuss these questions, as I have, in the scales of pay proposed by me, allowed the standard percentage of increase laid down by me on economic grounds only.

If those scales are accepted, I would suggest that Assistants of Lower Division promoted to the Upper should be allowed to begin at the stage of Rs. 200. In the Secretariat men of the Lower Division cannot expect to get promotion to the Upper before at least 12 years' service, and many of them really commence to do important work after 4 or 5 years.

The Selection grade in the Lower Division should be restricted to 10 per cent. of the Assistants in the grade and should be granted to meritorious Assistants after they have drawn the maximum of the Lower Division for 2 years, as is done in the Imperial Secretariat.

Legislative Department.

In agreement with my colleagues I have not changed the rate of pay of the Superintendent, but have changed the Lower Division scale according to the scale proposed by me for the Secretariat.

Book Depot.

As the revision of the pay of this office in 1918 was not based on economic grounds, I have allowed the ordinary percentage of increase to this office.

Secretariat Record Room.

As the revision of 1919 was based on administrative grounds, I have allowed the ordinary percentage of increase to this office, except to the Keeper of Records, who has been given a lower rate for reasons stated by my colleagues. Although a further reorganisation is under consideration of the Political Department, that does not justify any curtailment of the rates to which the present staff is entitled on economic grounds pending that reorganisation.

Office of the Bengali Translator.

In my proposal regarding this office, I have included posts up to Rs. 75 in the Lower Division, as, in my opinion, this would give a better grading.

Private Secretary's and Military Secretary's Offices.

For reasons stated by my colleagues, I have suggested a rate of pay for the Superintendent, Private Secretary's Office, similar to that suggested by me for the upper selection grades in the Secretariat. With regard to the Assistant Superintendent, who is also the Confidential Assistant to His Excellency the Governor, I think that his pay should be pitched at a reasonably high rate. The proper security of confidential information, a divulgence of which may compromise the position of His Excellency, is a matter of utmost importance,

and even an indiscretion on the part of this officer may be fruitful of much mischief. He has to perform a dual function of a very delicate nature something like a Personal Assistant to the Private Secretary and I was inclined to recommend for him a consolidated rate of Rs. 350—25—550 but as this rate would be higher than that proposed for the Superintendent, I have followed the principle suggested by my colleagues, which would allow him to draw the Reporter's pay and allowance.

In both of these offices I have changed the rate of pay for the Lower Division to that proposed by me for the Secretariat.

Posts outside the regular cadre of the Secretariat.

Public Works Department.—I have retained the scale suggested by my colleagues, except in the case of the Superintendent and Mohurris, to whom I have given increase at the standard rate suggested by me. I have provided for two estimators on the higher rate, instead of one, in order to give a flow of promotion.

Other Offices.—To other offices under the head I have given the standard rates.

Stenographers and Council Reporters.

I have retained the rates proposed by my colleagues except that in the case of Senior Reporters I have slightly increased the rate, to give them the standard percentage.

High Court Establishment.

In the case of the Upper Division I have applied the standard percentage while in the case of the Lower Division I have allowed the rate suggested by me for offices of Heads of Departments.

Office of the Board of Revenue, Bengal.

This office has not been adequately dealt with by my colleagues as is evident from the fact that the staff at present in addition to pay gets an *ad interim* allowance at rates varying from 30 to 15 per cent. of pay, whereas according to their recommendation they would get an increase of 17 per cent. only without the *ad interim* allowance. Secondly, the existence of the provision for personal allowance at Rs. 25 to specially meritorious assistants of the Lower division who suffer from block of promotion for over five years has been overlooked. The office was reorganised in 1919 on administrative and not on economic grounds as is proved by the fact that Government have allowed the establishment to draw the *ad interim* allowance, and we are not therefore justified in withholding the grant of the increase at the admissible rate to this office.

This office, it appears to me, formerly occupied a position, in respect of pay, equal to that of the Secretariat. In 1913, however, the rate of pay was lowered in order to provide funds for another reform, but the successive Hon'ble Members (Sir Charles Stevenson-Moore, Messrs. F. J. Monahan and D. H. Lees) in charge of the Board have maintained that the standard of pay should be raised to the Secretariat rate on the ground that the responsibilities are similar. We are, however, not concerned with this question but mention it to justify my argument that the difference between the rates in the two offices should not be further accentuated. The pay of the Lower division, with the *ad interim* allowance, now begins at Rs. 52 and a clerk in the third year draws Rs. 59-13-0 and our colleagues' proposal to allow Rs. 50 only in the third year of service, far from allowing any increase, would actually mean a reduction of the present rate. I have therefore suggested a rate of Rs. 50—55—65—4—105—5—150 to the Lower division with a selection grade for 10 per cent. at Rs. 170—180 for those meritorious assistants who have drawn the maximum for two years. I have raised the pay of the Head Assistant to Rs. 400—600 against Rs. 400—550 proposed by my colleagues

as I find no justification for the latter rate. The Head Assistant is the chief ministerial officer in the office and holds a position analogous to that of a Registrar. For the remaining posts in the Upper division I have suggested a rate of Rs. 125—125—150—10—350 with a selection grade at Rs. 300—25—400. The Assistants promoted from the Lower division shall count their services from Rs. 180 for the purpose of initial entrance to this scale. The Stenographers and Typists have been allowed ordinary rates proposed by me.

Offices of the Heads of Departments.

The general complaint of the staff attached to these offices is that whereas the question of the reorganisation of the Secretariat on the one hand and of the district and divisional offices on the other has been enquired into periodically by special officers or committees, the questions regarding these offices have never formed the subject of any comprehensive enquiry. The initial pay of these offices, *viz.*, Rs. 30, is the same as that prevailing in Eastern Bengal districts for district and divisional offices although, apart from expensiveness of living in Calcutta, the work is much more important and responsible. The standard of recruitment also is higher and, in fact, they have to pass the same clerkship examination as laid down for Secretariat Assistants. Again, the Head Assistants do not get charge allowance as is given to the Head Assistants or branch head assistants in the Secretariat.

I think there is some justification for these complaints. In some of the offices there are recognised upper and lower divisions, while in others there is no such division. Again, in some offices, appointments in the Upper division are partly filled by direct recruits, as in the Secretariat, while in others promotion are made almost exclusively from the Lower division. In fixing the rates of pay in the past, proper consideration does not appear to have been given to these facts.

For the Lower division of these offices my colleagues have suggested a uniform scale of Rs. 45—45—50—3—110—5—120, while for the office of the Inspector-General of Police they have suggested a rate of Rs. 45—45—50—3—65—4—125. Proportionately to the increase suggested by me for the Secretariat and the Board of Revenue, I suggest a uniform rate of Rs. 45—50—60—4—140—5—150 for these offices. For the Secretariat I have suggested a special grade of Rs. 180—200 and for the Board of Rs. 170—180 but neither my colleagues nor I have provided for any such grade here. Considering that recruitment is made from the same class of men as a result of the same examination as in the Secretariat, I do not consider that there should be further difference in the rate of pay.

With regard to the Upper division, in view of direct recruitment, my colleagues have allowed special rates to the offices of the Inspector-General of Police, Director of Public Instruction, and Director of Land Records, *viz.*, Rs. 100—100—125—10—225—¹⁵—300 to the former two offices and Rs. 100—100—125—¹⁵—200—10—250 to the last named office. I agree to the proposed scale with regard to Inspector-General of Police's and Director of Public Instruction's offices but in view of the system in force in the office of the Director of Land Records, laying down that Kanungoes with some 3 to 5 years' service are to be selected for the Upper division, I would lay down a higher rate, *viz.*, Rs. 100—100—125—10—225—15—300 for that office. The pay of a Kanungo is Rs. 100—200 and a person serving for a number of years in that capacity with the qualification he possesses should get a higher maximum at the end of his service than an ordinary candidate. For the selection grade I have suggested Rs. 300—25—350 for the offices of the Inspector-General of Police and the Director of Public Instruction and Rs. 250—25—300 for the office of the Director of Land Records.

Except with regard to the time scale for the three offices named above, I have suggested an increase of pay at a uniform percentage for all offices of Heads of Departments. The rates suggested by me will, I think, be considered quite moderate in comparison with the rates already sanctioned by Government for the Upper division in the office of the Director of Industries, *viz.*, Rs. 120—10—350.

The present pay of the Head Assistant of the Inspector-General of Police is Rs. 300—20—400. This rate was fixed without reference to economic considerations as is obvious from the fact that Government have allowed the officer to draw the *ad interim* allowance. The value of this appointment should therefore be increased according to the standard percentage and I have suggested a rate of Rs. 400—25—500.

I recommend that in the case of offices of Heads of Departments a clerk promoted from the Lower to the Upper division should be allowed to begin at Rs. 150 stage.

Offices of Commissioners of Divisions.

My colleagues have suggested a minimum pay of Rs. 45 for those offices with a probationary rate of Rs. 40 for two years. In view of my general contention that the minimum pay must not be less than Rs. 50, I have suggested this higher rate with lower rates for the probationary period. I realize that the Commissioners' offices should have a higher minimum, but I have been unable to recommend this in view of the extra cost. At the same time, in agreement with my colleagues, I have allowed them a higher maximum in the Lower division. The result is that I suggest a scale of Rs. 40—45—50—3—80—4—120 for the Lower division against my colleagues' scale of Rs. 40—40—45—3—70—3—100. In the case of the upper appointments, I have followed the line adopted by my colleagues except that I have suggested somewhat higher rates.

Superintending Engineers and Executive Engineers' Offices.

For the Superintending Engineers' offices I have suggested a rate of Rs. 40—45—50—3—80—3—110 for the Lower division, that is, a maximum which is midway between the district Executive and Judicial offices on the one hand and Commissioners' offices on the other. For the Executive Engineers' office clerks and subdivisional clerks I have suggested the same scale as the one recommended by me for Judicial and Executive offices. The posts in the upper grades have been allowed the standard percentage.

With regard to draftsmen, estimators and others possessing technical qualifications, I have followed the rates allowed by my colleagues.

Offices of Deputy Inspectors-General of Police.

There are six such offices, one of the Deputy Inspector-General of Police, Criminal Investigation Department and the others of the Range Deputy Inspector-General. The clerical staff of these offices is now borne in a combined cadre along with the main office of the Inspector-General of Police. By separating the cadres of these offices, the present incumbents will lose the chances of promotion to the higher posts in the Inspector-General's office while the fixing of a lower rate of pay for them will be another hardship. If, however, the separation is necessary on administrative grounds, it must be carried out, but at the same time, if possible, some scheme should be introduced to protect the present incumbents from loss of pay and prospects.

For the Lower division of these offices I have suggested the same rate as proposed for the offices of Commissioners of divisions except that for the Criminal Investigation Department I have suggested a slightly higher maximum, in view of the fact that this is an office of a higher rank.

The other appointments do not require special mention.

Executive and Judicial offices in districts.

The present position of these offices and the difficulty of assimilating the rates in Western and Eastern Bengal districts have been explained by my colleagues.

I have already given full reasons for adopting Rs. 50 as minimum wage of clerks of qualifications required for district and divisional offices. I have

quoted the rates given to corresponding offices in Assam and by the Postal Department in support of my proposition for a higher rate than that proposed by my colleagues.

One fact, however, it is necessary to mention here. The total number of appointments in the Judicial and Executive offices is 5,253 of which only 786 are in the Upper division. In other words, 85 men out of each 100 have to end their career in the Lower division not because all of them are unfit for higher promotion, but because the constitution of these offices does not offer an adequate scope even to really capable persons. The problem before us is whether the pay of Rs. 40 at the 3rd year and of Rs. 80 at retirement after 30 years' service, when a man is overburdened with the expenses of a family and have children to educate and daughters to marry and also to make some provision for his family is really a reasonable wage. I have given my most anxious consideration to this subject and am strongly convinced that the range of pay must be Rs. 50 rising to Rs. 100 with two years' probationary service in the beginning at lower rates. I should emphatically state that I do not consider that either an adequate or a reasonable rate for a man required to perform the intricate and responsible work which many of the clerks in the Lower division are required to undertake, but I am not recommending a higher rate both in view of financial considerations and also because we are precluded from dealing with administrative questions. Important departments like Income Tax, Certificate, Embankment, Probate, Settlement, Partition, Intestate and Testamentary Cases, Sales, etc., are in charge of Lower division clerks and the work is both intricate and responsible. Very often heavy extra work is thrown on the clerks for which not only no remuneration is given but leave of the whole staff is curtailed to get the work done. I may mention the work in connection with Reform Scheme Election, the work in connection with Census which will last about 2 or 3 years.

With regard to the Upper division of these offices I have generally followed the arrangement proposed by my colleagues except in the case of the Accountants in the Executive offices and Sheristadars in Judicial offices. With regard to the former, I have definitely retained the third highest appointments for these officers instead of leaving them to compete with others for the selection posts proposed to be thrown open by my colleagues to all in Upper division. My reason for this difference is that the work of the Accountant is third in importance and responsibility and he has to control a larger staff than any other sectional head. Moreover, it is desirable that the Accountants' pay should be higher than the first Assistant Accountants'. I have therefore divided the Accountants into two classes, the pay of each class varying with the importance of work as determined by the pay of the Treasurer. With regard to the Sheristadars in Judge's offices I have abolished the inequality in the minimum pay which has been suggested by my colleagues as there is no valid reason for any such petty differentiation which only produces discontent.

I have suggested a rate of Rs. 250—15—325 for all Sheristadars and Superintendents. This gives a higher percentage of increase than the standard fixed by me. I have done this on various considerations, mainly economic. In the first place, this is the highest post available in each of the district offices consisting in an average of 100 men. Moreover, these officers are required to control a very large staff and have to maintain a status and dignity both in office as well as with the public. I agree with Mr. Savage, who conducted the preliminary work of the Eastern Bengal Ministerial Officers' Committee of 1905 to 1908, in holding that these officers are something like Personal Assistants to District Officers. Their pay therefore must be commensurate with their position. The revision of 1911 gave no increase in the maximum of the pay of the officers in Western Bengal while it gave only Rs. 25 to officers in Eastern Bengal. Practically, therefore, the pay of these posts have remained almost stationary since 1886 and, therefore, I am of opinion that a higher percentage of increase should be allowed to these few appointments. In fact, I was inclined to recommend a maximum of Rs. 350 but refrain from doing so owing to extra cost.

Office of the Superintendents of Police.

The Lower division has been included in the standard scale of Rs. 25—40—50—2—70—3—100. The duties of Accountants in Police offices are very difficult and I have suggested for them a rate of Rs. 100—4—120 and for head clerks a rate of Rs. 125—7—160. It has been represented to us that the clerks of the Police Department suffer considerable inconvenience and extra expenditure by frequent transfers while the nature of their duties requires their attendance in office at any hour. They have therefore urged that their pay should be fixed at rates higher than the ordinary rates. We have not gone into these questions and I shall not therefore be justified in recommending special rates for them.

Registration Offices.

For the clerical staff in headquarters offices I have proposed the same minimum as that proposed by me for the Lower division in district Executive and Judicial offices, but I have not given them the same maximum. But, if the post of head clerk is included, the scale as a whole will allow one man in each office to reach the maximum of the Lower grade proposed for Executive and Judicial offices.

For rural offices I have suggested a lower rate of Rs. 35—1—50.

MAHENDRA CHANDRA MITRA,

Member.

APPENDIX to PART II.

Statement showing the cost of the allowance proposed for the Ministerial staff employed in purely Calcutta offices.

I have recommended an allowance at the rate of 10 per cent. of salary, subject to a minimum of Rs. 10 and maximum of Rs. 25. It is difficult to make an accurate estimate of the cost of this concession, but to arrive at a rough estimate I have made the calculation on the average proposed pay at four rates, *viz.*, Rs. 10, Rs. 15, Rs. 20 and Rs. 25, the difference between these rates and actual admissible rates having been overlooked if it is Rs. 2-8-0 or less and having been taken as Rs. 5 if it is over Rs. 2-8-0. For instance, if the actual sum payable under my proposal is Rs. 17-8-0 I have taken it as Rs. 15, but if it is Rs. 17-9-0, I have taken it as Rs. 20. I hope this will give a fairly accurate idea of the extra cost.

OFFICE.	NUMBER OF ASSISTANTS WHO WILL GET ALLOWANCE AT THE RATE OF			
	Rs. 25.	Rs. 20.	Rs. 15.	Rs. 10.
Chief Secretary ...	26	4	...	48
Financial Secretary ...	21	4	...	47
Education Secretary ...	16	3	...	37
Revenue Secretary ...	12	3	...	29
Agriculture Department ...	5	1	...	13
Public Works Department ...	19	4	...	45
Legislative Department ...	1	1	...	13
Book Depôt ...	1	...	1	13
Record-keeper ...	3	2	15	14
Bengali Translator ...	1	4	1	5
Private Secretary ...	2	1	...	3
Military Secretary ...	1	1	1	3
<i>Posts outside the cadre.</i>				
Public Works Department ...	5	19
Financial Department ...	2	5
Chief Secretary	3
Education Department	1	...	3
Revenue Secretary	1	2
Council Reporters ...	5	16
High Court, Original ...	18	15	3	104
Ditto Appellate ...	53	32	...	133
Official Receiver ...	2	10
Board of Revenue ...	9	2	1	21
Lady Adviser	2
Director of Public Instruction ...	3	12	2	42
Assistant Director of Public Instruction for Muhammadan Education.	...	1	...	4
Director of Land Records ...	2	4	1	8
Chief Engineer, Public Health Department	1	1	5
Commissioner of Excise ...	2	4	1	22
Commissioner of Police ...	2	12	...	78
Inspector-General of Police ...	5	15	2	20
Deputy Inspector-General of Police, Criminal Investigation Department.	1	2	1	14
Intelligence Branch, Criminal Investigation Department.	4	15	3	...
Special Branch (Commissioner of Police's Office).	1	6	1	1
Director of Surveys ...	2	...	2	17
Surgeon-General ...	2	3	...	21
Traverse Section and Drawing Office ...	1	1	1	1
Inspector-General of Prisons ...	3	2	1	19

OFFICE.	NUMBER OF ASSISTANTS WHO WILL GET ALLOWANCE AT THE RATE OF			
	Rs. 25.	Rs. 20.	Rs. 15	Rs. 10.
Inspector-General of Registration ...	1	5	1	25
Director of Public Health ...	2	3	...	19
Registrar, Co-operative Society, Calcutta ...	2	...	3	15
Superintendent, Civil Veterinary Department.	1	5
Legal Remembrancer ...	1	1	...	7
Registrar, Joint Stock Companies	1	9
Agent for Government Consignments ...	1	1	1	23
Protector of Emigrants ...	1	...	2	11
Director of Fisheries	1	...	3
Municipal Magistrate, Calcutta	1	11
Port Officer, Calcutta ...	1	...	4	14
Head Shipping Office, Calcutta ...	1	...	1	10
Branch Shipping Office, Kidderpore ...	1	14
Loadsmen's Quarters	1
Presidency Magistrate, Calcutta ...	1	4	7	37
Director of Industries ...	34	1	1	82
Bengal Veterinary College	4	7
Custom House, Calcutta ...	13	...	28	203
Chemical Examiner's Establishment	1	5
Small Cause Court, Calcutta ...	3	...	14	63
Ditto Bailiffs' Establishment	1	2	...	36
Land Revenue, Excise, etc., Branches ...	3	3	3	54
Excise Branch, Special Cadre	1	1	1
Deputy Director, Western Circle	1	6
Superintendent, Botanical Garden ...	1	...	1	23
Administrator-General ...	3	4	9	69
Imperial Serologist and Chemical Examiner.	2
Registrar of Calcutta	1	19
Medical College	1	8
Do. Hospital	1	8
Chemical Examiner to Government	1	3
Campbell Medical School and Hospital	2	11
Presidency General Hospital	5
Voluntary Venereal Hospital and Sambhunnath Pandit Hospital.	2
Superintendent, Census Operation	1	1
Coroner, Calcutta	1
A. V. Leper Asylum	1
Presidency Opium Godown ...	1	2
Committee of Legal Education	1	...
Public Prosecutor, Calcutta	5
Indian Law Reporters	1
Superintendent, Governor's Estates	1	1	8
Jail Depôt, Calcutta	4
Central Jails	14
Juvenile Jails (Cinchona)	2
Ditto (Quinine)	1	3
Total ...	300 + × 25	200 + × 20	134 + × 15	1,657 × 10
	7,500 +	4,000 +	2,010 + = 30,080 × 12 months	16,570
			3,60,960 per annum.	

APPENDIX TO PART IV.

Detailed recommendations with regard to different offices.

Chief Secretary's Office.

PRESENT SCALE.					PROPOSED SCALE.					SCALE PROPOSED BY RAI M. C. MITTRA BAHADUR.				
Designation.	Pay.	No	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.		
1	2	3	4	5	6	7	8	9	10	11	12	13		
UPPER DIVISION.														
Assistants	Rs. 400	3	...	1,200 0 0	425—25—500	3	488 12 0	1,466 4 0	450—25—525	3	513 12 0	1,541 4 0		
Do.	300	4	...	1,200 0 0	325—25—400	4	388 12 0	1,555 0 0	350—25—425	4	413 12 0	1,655 0 0		
Do.	250	4	...	1,000 0 0	} 125—125—150—10—250—15—400.	19	253 5 4	4,813 5 4	125—125—150—10—250—15—400	19	253 5 4	4,813 5 4		
Do.	200	6	...	1,200 0 0		26		7,834 9 4	8,009 9 4					
Do.	150	5	...	750 0 0		4	198 12 0	795 0 0	180—200	4	199 0 0	796 0 0		
Do.	125	4	...	500 0 0	{ 175—200 60—60—65—4—145—145—150.	35	99 0 0	3,465 0 0	60—60—70—4—130—5—145—145—160	35	103 5 4	3,616 10 0		
Total	...	26		5,850 0 0		39		4,260 0 0	4,412 10 0					
LOWER DIVISION.														
Assistants	40—50—3—125	39	71 0 0	2,886 0 0	45—100	13	70 10 8	918 10 8	50—3—125	13	81 4 0	1,056 4 0		
Typists	40—2—80	13	60 0 0	780 0 0	100	4	...	400 0 0	100	4	...	400 0 0		
Head Assistant's duty Allowance.	100	4	...	400 0 0	78 assistants and 4 duty allowance.	78		13,413 4 0		78		13,878 7 4		
GRAND TOTAL	...	78	78 assistants and 4 duty allowance.	9,916 0 0										

Financial Secretary's Office.

PRESENT SCALE.					PROPOSED SCALE.					SCALE PROPOSED BY RAI M. C. MITHRA, BAHADUR				
Designation.	Pay.	No.	Average	Total.	Pay.	No.	Average.	Total	Pay.	No.	Average.	Total		
1	2	3	4	5	6	7	8	9	10	11	12	13		
UPPER DIVISION.														
Assistants	Rs 400	2	...	500 0 0	Rs. 425—25—500	2	Rs. A. P. 488 12 0	Rs. A. P. 977 8 0	Rs. 450—25—525	2	Rs. A. P. 513 12 0	Rs. A. P. 1,027 8 0		
Do	300	3	...	900 0 0	325 25—400	3	388 12 0	1,166 4 0	350—25—425	3	413 12 0	1,241 4 0		
Do.	250	3	...	750 0 0	} 125—125—150—10—250—15—400	16	253 5 4	4,053 5 4		16	253 5 4	4,053 5 4		
Do.	200	5	...	1,000 0 0										
Do.	150	3	...	450 0 0										
Do.	125	5	...	625 0 0										
Total		21		4,525 0 0		21		6,197 1 4		21		6,322 1 4		
LOWER DIVISION														
Assistants	40—50—3—125	43	74 0 0	3,189 0 0	{ 175—200 60—60—65—4—145—145—150	4 39	198 12 0 99 0 0	795 0 0 3,861 0 0	180—200 60—60—70—4—130—5—145—145—5—160	4 39	199 0 0 103 5 4	796 0 0 4,030 0 0		
Total		43		3,182 0 0		43		4,656 0 0		43		4,826 0 0		
Typists	40—2—80	8	60 0 0	480 0 0	45—2—100	8	70 10 8	565 5 4	50—3—125	8	81 4 0	650 0 0		
Head Assistant's duty allowance.	100	3	...	300 0 0	} 100	5	...	500 0 0		5	...	500 0 0		
	70	1	...	70 0 0										
	50	1	...	50 0 0										
Total		5		420 0 0		5		500 0 0		5		500 0 0		
GRAND TOTAL		72 assistants and 5 duty allowance		8,607 0 0		72 assistants and 5 duty allowance.		11,918 6 8		72 assistants and 5 duty allowance.		12,228 1 4		

Local Self-Government and Education Secretary's Office.

UPPER DIVISION.											
Rs.	Rs. A P.	Rs. A P.	Rs.	Rs. A P.	Rs. A P.	Rs. A P.	Rs.	Rs. A P.	Rs. A P.	Rs. A P.	Rs. A P.
...	400	1	...	400 0 0	425—25—500	1	488 12 0	488 12 0	450—25—525	1	513 12 0
...	300	2	...	600 0 0	325—25—400	2	388 12 0	777 8 0	350—25—425	2	827 8 0
...	250	2	...	500 0 0	{ 125—125—150 —10—250— 15—400	13	253 5 4	3,293 5 4	{ 125—125—150 —10—250— 15—400	13	253 5 4
...	200	4	...	800 0 0		16	4,559 9 4	4,634 9 4		16	4,634 9 4
...	150	4	...	600 0 0		3	198 12 0	596 4 0		3	199 0 0
...	125	3	...	375 0 0		30	99 0 0	2,970 0 0		30	103 5 4
...		16		3,275 0 0		33		3,566 4 0		33	3,697 0 0
LOWER DIVISION.											
...	40—50—3—125	33	74 0 0	2 442 0 0	{ 175—20, 60—60—65— 4—145—145— 150	3	198 12 0	596 4 0	{ 180—200 60—70 4—130 5—145 —145—5—160	3	199 0 0
...						30	99 0 0	2,970 0 0		30	3,100 0 0
...		33		2,442 0 0		33		3,566 4 0		33	3,697 0 0
...	40—2—80	7	60 0 0	420 0 0	45— —100	7	70 10 8	494 10 8	50—3—125	7	568 12 0
Head Assistant's duty allowance.	100	2	...	200 0 0	{ 100	5	...	500 0 0	{ 100	5	500 0 0
Ditto	50	3	...	150 0 0		5				5	
Total		5		350 0 0		5		500 0 0		5	500 0 0
GRAND TOTAL.		56	56 assistants and 5 duty allowance	6,487 0 0		56	56 assistants and 5 duty allowance	9,120 8 0		56	9,400 5 4

Revenue Secretary's Office.

PRESENT SCALE				PROPOSED SCALE					SCALE PROPOSED BY RAI M C MITRA BAHADUR			
Designation.	Pay	No	Average	Total	Pay	No	Average	Total	Pay	No	Average	Total
1	2	3	4	5	6	7	8	9	10	11	12	13
UPPER DIVISION.												
Assistants	Rs 400	1	..	400 0 0	425—25—500	1	488 12 0	488 12 0	Rs 450—25—525	1	...	513 12 0
Do.	300	1	...	300 0 0	325—15—400	2	388 12 0	777 8 0	350—5—425	2	413 12 0	827 8 0
Do	250	2	...	500 0 0	} } }							
Do.	200	2	...	400 0 0								
Do.	150	3	..	450 0 0		9	253 5 4	2,280 0 0	125—125—150	9	253 5 4	2,280 0 0
Do.	125	3	...	375 0 0					—10—250—15—100			
Total	...	12	...	2,425 0 0	...	12	..	3,546 4 0	...	12	...	3,621 4 0
LOWER DIVISION												
Assistants	40—50—3—125	27	74 0 0	1,998 0 0	175—200	3	198 12 0	596 4 0	180—200	3	199 0 0	597 0 0
Total	...	27	...	1,998 0 0	60—60—65—4—145—145—150	24	99 0 0	2,376 0 0	60—60—70—4—130—5—145—145—5—160	24	103 5 4	2,480 0 0
Typists	40—2—80	5	60 0 0	300 0 0	45—100	5	70 10 8	351 5 4	50—3—125	5	81 4 0	406 4 0
Head Assistant's duty allowance.	100	1	...	100 0 0	} }							
Ditto	50	2	...	100 0 0		3	..	300 0 0	100	3	..	300 0 0
GRAND TOTAL	...	44 assistants and 3 duty allowance.	...	4,923 0 0	...	41 assistants and 3 duty allowance	...	7,169 13 4	..	44 assistants and 3 duty allowance	...	7,404 8 0

Agriculture and Industry Department.

Upper Division.	Rs	Rs A I	Rs	Rs	Rs A P.	Rs A P	Rs	Rs A. P.	Rs. A. P.
Asaistants	300	1	...	300	425-25-500	1	488 12 0	488 12 0	513 12 0
Do	200	2	...	400	325-25-400	1	388 12 0	388 12 0	413 12 0
Do	150	1	..	150	125-125-150-10-400	3	253 5 4	760 0 0	760 0 0
Do	125	1	..	125	150-10-400	3	253 5 4	760 0 0	760 0 0
Total	...	5	...	975	...	5	...	1,637 8 0	1,687 8 0
Lower Division	40-50-3-125	11	74 0 0	514	175-200	1	198 12 0	198 12 0	199 0 0
					60-60-145-145-150	10	99 0 0	990 0 0	1,033 5 4
Total	...	11	...	814	...	11	...	1,188 12 0	1,232 5 4
Typists ...	40-2-80	3	60 0 0	180	45-100	3	70 10 8	212 0 0	243 12 0
Head Assistant's duty allowances	100	1	.	100	100	1	...	100 0 0	100 0 0
GRAND TOTAL	...	19	assistants and 1 duty allowance	2,069	...	19	assistants and 1 duty allowance	3,138 4 0	3,263 9 4

Public Works Department.

PRESENT SCALE.				PROPOSED SCALE				SCALE OF PAY PROPOSED BY RAI M. C. MITRA BHADUR.				
Designation.	Pay	No	Average	Total	Pay	No	Average.	Total	Pay	No	Average	Total
1	2	3	4	5	6	7	8	9	10	11	12	13
UPPER DIVISION.												
Assistants	Rs. 400	2	...	800 0 0	Rs. 425—500	2	488 12 0	977 8 0	Rs. 450—25—525	2	513 12 0	1 027 8 0
Do.	300	3	...	900 0 0	325—25—400	3	388 12 0	1,166 4 0	350—25—425	3	413 12 0	1,241 4 0
Do.	250	3	...	750 0 0	125—125— 150—10—250 —15—400	14	253 5 4	3,546 10 8	125—125—150—10— 250—15—400.	14	253 5 4	3 546 10 8
Do.	200	6	...	1,200 0 0								
Do.	150	3	...	450 0 0								
Do.	125	2	...	250 0 0								
Total	...	19	...	4,350 0 0	...	19	...	5,690 6 8	...	19	...	5,815 6 8
LOWER DIVISION.												
Assistants	40—50—3—125	40	74 0 0	2,960 0 0	175—200	4	198 12 0	795 0 0	180—200	4	199 0 0	796 0 0
Total	...	40	...	2,960 0 0	60—80—85—4 —145—145— 150	36	99 0 0	3,564 0 0	60—60—70—4 —130—5—145 145—5—160	36	103 5 4	3,720 0 0
Typists ...	40—2—80	9	60 0 0	540 0 0	45—5—100	9	70—10—8	636 0 0	50—3—125	9	81 4 0	731 4 0
Head Assistant's duty allowance.	70	1	...	70 0 0	100	5	...	500 0 0	100	5	...	500 0 0
Ditto	65	4	...	260 0 0								
Other duty allowances	20	1	...	20 0 0	20	1	...	20 0 0	20	1	...	20 0 0
Ditto	10	2	...	20 0 0	10	2	...	20 0 0	10	2	...	20 0 0
Total	...	8	...	370 0 0	...	8	...	540 0 0	...	8	...	540 0 0
GRAND TOTAL	...	68 assistants and 8 duty allowances.	...	8,220 0 0	...	68 assistants and 8 duty allowances.	...	11,225 6 8	...	68 assistants and 8 duty allowances.	...	11,602 10 8

Legislative Department.

Upper Division	Rs	Rs. A. P	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.
Superintendent	20—10—30	1	266 10 8	200—10—300	1	236 10 8	266 10 8	200—10—300	1	266 10 8
Lower Division.										
Assistants	40—50—3—125	9	74 0 0	{ 175—200 60—60—65— 4—145—145 —150 }	8	99 0 0	792 0 0	60—60—70—4 130—5—145 —145—5—160	8	103 5 4
Typists	40—2—80	5	60 0 0	45—1—100	5	70 10 8	353 5 4	50—3—125	5	81 4 0
Total		15			15		1,610 12 0		15	1,698 9 1

Secretariat Book Depot.

	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.
Officer-in-charge ...	150—10—250	1	216 10 8	200—15—275	1	256 4 0	256 1 0	200—20—300	1	275 0 0
Assistant and Store-keeper.	75—5—125	1	108 5 4	100—5—150	1	133 5 4	133 5 4	100—7½—175	1	150 0 0
Assistant Store-keeper	60—2—70	1	66 10 8							
Assistant ...	50—2—60	5	56 10 8	10—40—45— $\frac{5}{2}$ —100	12	66 0 0	792 0 0	45—45—50—3—80—4—120	12	960 0 0
Do.	40—2—50	6	46 10 8							
Typist ...	40—2—80	1	60 0 0	45—2—100	1	70 10 8	70 10 8	50—3—125	1	81 4 0
Total ...		15	1,015 0 0		15		1,252 4 0		15	1,466 4 0

Secretariat Record Room.

PRESENT SCALE.				PROPOSED SCALE.				SCALE PROPOSED BY RAI M. C. MITTRA, BAHADUR.				
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9	10	11	12	13
Keeper of Records ... Assistants in charge of historical and current record-room.	Rs. 300—20—400	1	Rs. A. P. 375 0 0	375 0 0	Rs. 350—20—450	1	Rs. A. P. 425 0 0	425 0 0	Rs. 350—30—500	1	Rs. A. P. 462 8 0	Rs. A. P. 462 8 0
	150—10—200	2	187 8 0	375 0 0	175—10—225	2	212 8 0	425 0 0	200—10—250	2	237 8 0	475 0 0
	100—10—150	2	137 8 0	275 0 0	145—5—175	2	163 12 0	327 8 0	150—10—200	2	187 8 0	375 0 0
	80—4—100	3	95 0 0	285 0 0	80—4—140	15	115 0 0	1,725 0 0	100—5—150	15	133 5 4	2,000 0 0
Do.	60—4—80	12	75 0 0	900 0 0		3	...	240 0 0	60—4—100	10	86 10 8	866 10 8
Do.	60	3	...	180 0 0	80	3	...	210 0 0		4	81 4 0	325 0 0
Do.	50	3	...	150 0 0	70	3	...	130 0 0		34	4,504 2 8	
Do.	45	2	...	90 0 0	65	2	...	120 0 0				
Do.	40	2	...	80 0 0	60	2	...	246 10 8	50—3—125	4		
Typists	50	4	...	200 0 0	45— $\frac{1}{2}$ —70	4	61 10 8	3,849 2 8				
Total		34		2,910 0 0		34						

M

Office of the Bengali Translator.

Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
Head Translating Assistant.	Rs. 200—5—250	1	233 5 4	237 8 0	Rs. 250—5—300	1	283 5 4	283 5 4	Rs. 275—15—350	1	331 4 0	331 4 0
Second Assistant	125—5—175	1	158 5 4	158 5 4	175—5—225	1	208 5 4	208 5 4	175— $\frac{1}{2}$ —250	1	225 0 0	225 0 0
Assistants	100—5—150	2	123 5 4	246 10 8	150—5—200	2	183 5 4	366 10 8	150—5—200	3	183 5 4	550 0 0
Do.	100—5—125	1	118 12 0	118 12 0	75—5—150	4	118 12 0	475 0 0	120—4—160	1	...	146 10 8
Do.	75—5—100	1	93 12 0	93 12 0		1	65 10 8	65 10 8	45—45—60—4	3	90 8 0	271 8 0
Do.	50—5—75	2	68 12 0	137 8 0	40—40—45	1	61 10 8	123 5 4	140—5—150	2	81 4 0	162 8 0
Do.	30—4—50	1	45 0 0	45 0 0	45— $\frac{1}{2}$ —100	2	61 10 8	1,522 5 4	50—3—125	11	1,686 14 8	
Typists	30—2—50	2	43 5 4	86 10 8	45— $\frac{1}{2}$ —70	2						
Total		11		1,144 2 8		11						

Private Secretary to Governor's Office.

	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.
Superintendent ...	200—15—350	1	300 0 0	300 0 0	1	433 5 4	433 5 4	...	458 5 4
Assistant Superintendent and Confidential Assistant.	150—15—300	1	250 0 0	250 0 0	1	316 10 8	316 10 8	...	341 10 8
Assistant ...	75—7½—150	1	125 0 0	125 0 0	1	216 10 8	216 10 8	...	216 10 8
Do. ...	60—5—110	1	93 5 4	93 5 4					
Do. ...	40—4—60	1	55 0 0	55 0 0	3	99 0 0	297 0 0	103 5 4	310 0 0
Do. ...	40	1	...	40 0 0					
Total ...		6		863 5 4	6		1,263 10 8		1,326 10 8

Xi.

Military Secretary to Governor's Office.

	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.
Superintendent ...	150—20—350	1	283 5 4	283 5 4	1	416 10 8	416 10 8	...	416 10 8
Assistant Superintendent and Accountant.	100—10—150	1	137 8 0	137 8 0	1	216 10 8	216 10 8	...	216 10 8
Assistant ...	85—8—125	1	115 0 0	115 0 0	1	158 5 4	158 5 4	...	158 5 4
Do. ...	40—4—60	2	55 0 0	110 0 0	2	99 0 0	198 0 0	103 5 4	206 10 8
Shorthand Writer ...	45—4½—110	1	82 14 8	82 14 8	1	129 1 4	129 1 4	...	129 1 4
Total ...		6		728 12 0	6		1,118 12 0		1,127 6 8

Posts outside the regular cadre of the Secretariat.

Public Works Department—Posts outside the Cadre.

PRESENT SCALE.				PROPOSED SCALE.				SCALE PROPOSED BY PAI M. C. MIRA BHADUR.					
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	
1	2	3	4	5	6	7	8	9	10	11	12	13	
DRAWING BRANCH.													
Superintendent	300—20—400	1	Rs A P. 375 0 0	Rs A P. 375 0 0	Rs 350—25—500	1	Rs A P. 160 0 0	Rs A P. 460 0 0	Rs 400—25—500	1	Rs A P. ...	Rs A P. 180 0 0	
Head Draftsman	200—10—300	1	266 10 8	266 10 8	200—10—250	2	237 8 0	475 0 0	200—10—250	2	237 8 0	475 0 0	
Draftsman	130—10—180	1	167 8 0	167 8 0									
Do.	75—5—100	2	93 12 0	187 8 0	50—5—165	9	101 12 0	915 12 0	50—5—165	9	105 12 0	915 12 0	
Do.	50—5—75	3	68 12 0	206 4 0									
Do	30—3—45	4	41 4 0	165 0 0									
Estimator	125—5—150	1	143 12 0	143 12 0	225—10—275	1	262 8 0	262 8 0	225—10—275	2	262 8 0	525 0 0	
Do.	95—5—120	1	113 12 0	113 12 0	60—5—150— 10—200	4	123 0 0	492 0 0	60—5—150— 10—200	3	123 0 0	369 0 0	
Do	50—4—70	1	65 0 0	65 0 0									
Do.	30—3—45	2	41 4 0	82 8 0									
Litho. Printer	16— $\frac{1}{2}$ —25	1	20 12 9	20 12 9	20— $\frac{1}{2}$ —30— 1—35	1	26 4 0	26 4 0	20— $\frac{1}{2}$ —30— 1—35	1	26 4 0	26 4 0	
Assistant Litho Printer	16	1	...	16 0 0	20— $\frac{1}{2}$ —30	2	24 2 8	48 5 4	20— $\frac{1}{2}$ —30	2	24 2 8	48 5 4	
Ferro. Printer	15	1	...	15 0 0									
Total		20		1,824 11 5		20		2,679 13 4		20		2,839 5 4	
Muharrirs	30	3	...	90 0 0	40—1—50	4	46 10 8	186 10 8	40—2—60	4	53 5 4	213 5 4	
Assistant Pay Clerk	30	1	...	30 0 0									
Total		24		1,944 11 5		24		2,866 8 0		24		3,052 10 8	

Finance Department—Posts outside the cadre.

	Rs.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs. A. P.
Accountant	150—10—200	1	187 8 0	187 8 0	170—10—270	2	236 10 8	473 5 4	200—10—300	2	266 10 8	533 5 4	
Treasurer	150—10—200 + 10—10—50 as P. A.	1	187 8 0 32 0 0	219 8 0									
Muharrirs	30	3	...	90 0 0	40—1—60	3	45 10 8	140 0 0	40—2—60	3	53 5 4	160 0 0	
Collecting Sarkar	20— $\frac{1}{2}$ —25	1	23 5 4	23 5 4	25— $\frac{1}{2}$ —35	2	29 2 8	58 5 4	25— $\frac{1}{2}$ —35	2	29 2 8	58 5 4	
Ditto	15— $\frac{1}{2}$ —20	1	18 5 4	18 5 4									
Total		7		538 10 8		7		671 10 8		7		751 10 8	

Chief Secretary's Office—Posts outside the cadre.

	Rs	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs.	Rs. A. P.		
Muharrirs	30	3	...	90 0 0	40—1—50	3	46 10 8	140 0 0	40—2—60	3	53 5 4	160 0 0

Local Self-Government and Education Departments—Posts outside the cadre.

	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs. A. P.
Secretariat Librarian	100—5—150	1	133 5 4	150—5—200	1	183 5 4	160—5—200	1	...	188 0 0
Assistant to Secretariat Librarian.	30—2—50	1	43 5 4	45—2—75	1	62 8 0	60—2—80	1	...	73 5 4
Muharrirs	30	2	...	40—1—50	2	46 10 8	40—2—60	2	53 5 4	106 10 8
Total	...	4	236 10 8		4			4		368 0 0

Revenue Secretary's Office—Posts outside the cadre.

PRESENT SCALE.					PROPOSED SCALE					SALF PROPOSED BY RAI M. C. MILLI & BHADUR.				
Designation	Pay.	No.	Average	Total	Pay.	No.	Average	Total	Pay	No.	Average	Total		
1	2	3	4	5	6	7	8	9	10	11	12	13		
Surveyor	Rs. 75—3—150	1	Rs. A. P. 106 4 0	Rs. A. P. 106 4 0	Rs. 80 —5—150	1	Rs. A. P. 130 0 0	Rs. A. P. 130 0 0	Rs. 100—5—200	1	Rs. A. P. ..	Rs. A. P. 150 0 0		
Draftsman	30—1—40	1	36 10 6	36 10 8	15—2—65	1	55 5 4	58 5 4	50—2—70	1	...	63 5 4		
Muharrirs	30	1	...	30 0 0	40—1—50	1	46 10 8	46 10 8	40—2—60	1	...	53 5 4		
Total		3		172 14 8		3		235 0 0		3		266 10 8		
GRAND TOTAL		41		2,982 15 5		41		4,525 5 4		41		4,599 0 0		

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Stenographers and Council Reporters in the Secretariat.

Designation	Pay.	No.	Average	Total	Pay.	No.	Average	Total	Pay	No.	Average	Total
Stenographers	Rs. 200—10—300	5	Rs. A. P. 266 10 8	Rs. A. P. 1 333 5 4	Rs. 250—10—350	5	Rs. A. P. 316 10 8	Rs. A. P. 1,583 5 4	Rs. 275—10—375	5	Rs. A. P. 341 10 8	Rs. A. P. 1,708 5 4
Ditto	100 — 0—200	9	166 10 8	1,500 0 0	100—10—140 —10—240	16	184 0 0	2,914 0 0	100—10—140 —10—240	16	184 0 0	2,944 0 0
Ditto	50—5—100	7	83 5 4	583 5 4								
Duty allowance of Senior Council Reporters.	150	5	...	750 0 0	150	5	...	750 0 0	150	5	...	750 0 0
Duty allowance of Junior Council Reporters.	75	5	...	375 0 0	75	5	...	375 0 0	75	5	...	375 0 0
Total				4,541 10 8				5,652 5 4				5,777 5 4

High Court, Original Side.

	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	
Clerk ...	200—10—250	1	237 8 0	237 8 0	1	287 8 0	287 8 0	300—10—350	1	337 8 0
Do. ...	200	3	...	600 0 0	3	237 8 0	712 8 0	225—10 275	3	757 8 0
Do. ...	150	4	...	600 0 0						
Do. ...	125	5	...	625 0 0	15	175 0 0	2,626 0 0	150—5—200	15	2,750 0 0
Do. ...	100	6	...	600 0 0						
Do. ...	80	10	...	800 0 0						
Do. ...	70	16	...	1,120 0 0						
Do. ...	60	20	...	1,200 0 0	85	79 10 8	6,771 10 8	45—45—60—1 —140—5—150	85	7,692 8 0
Do. ...	50	19	...	950 0 0						
Do. ...	40	20	...	800 0 0						
Sealing Clerk	25	1	...	25 0 0	40	...	40 0 0	45	1	45 0 0
Bank Clerk	20—2—25	1	23 5 4	23 5 4	30—2—40	1	37 8 0	30—3—45	1	41 4 0
Inspection Clerk	20	1	...	20 0 0	35	...	35 0 0	35	1	35 0 0
Nagri Munshi	75—5—100	1	93 12 0	93 12 0	100—10—150	1	137 8 0	125—5 150	1	143 12 0
Ditto	50—5—75	2	66 10 8	133 5 4	75—5—100	2	91 10 8	80—4—120	2	213 5 4
Count Keeper	90	1	...	90 0 0	100	...	100 0 0	140	1	140 0 0
Sircar ...	20	1	...	20 0 0	25—2—35	1	30 0 0	30—2—40	1	35 0 0
Bengali Mohurrir	40—2—50	5	47 8 0	237 6 0						
Arabic Reader	40—2—50	1	47 8 0	47 8 0	65—2—75	7	72 8 0	60—1—80	7	525 0 0
Persian Reader	30—2—40	1	37 8 0	37 8 0						

High Court, Original Side—*contd.*

XVI

PRESENT SCALE				PROPOSED SCALE				SCALE PROPOSED BY RAI M. C. MITRA BHADUR				
Designation.	Pay.	No.	Average	Total.	Pay.	No.	Average	Total.	Pay.	No.	Average	Total
1	2	3	4	5	6	7	8	9	10	11	12	13
Interpreter and Translators	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
...	400	2	...	800 0 0								
Ditto	300	2	...	600 0 0								
Ditto	250	2	...	500 0 0								
Ditto	200	1	...	200 0 0								
Ditto	150	1	...	150 0 0								
Additional Interpreter	125	1	...	125 0 0								
Shorthand Writers	300—5—350	3	333 5 4	1,000 0 0								
Ditto	200—5—250	2	233 5 4	466 10 8								
Ditto	40	1	..	40 0 0								
Shorthand & Typist	75—5—125	1	108 5 4	108 5 4								
Typist	50—4—70	1	63 5 4	63 5 4								
Do.	30—2—50	4	43 5 4	173 5 4								
Total		140		12,487 1 4		140		16,265 6 8		140		17,598 4 0

High Court, Appellate Side, Judicial Department.

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	Rs.		Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.
Bench Clerks	350—10—450	2	416 10 3	833 5 4							
Ditto	250—10—150	5	316 10 8	1,583 5 4	} 150—175—200— —15—500— 20—540	9	319 0 0	2,871 0 0	150—175—200— —10—500—20 —540	9	319 0 0
Ditto	150—10—250	2	216 10 8	433 5 4							
Head Stamp Reporter	350—10—400	1	387 8 0	387 8 0	350—10—450	1	387 8 0	387 8 0	350—10—400	1	387 8 0
Chief Editor	350	1	...	350 0 0	350	1	350	1	350 0 0
Editors ...	250—10—300	6	287 8 0	1,725 0 0	250—10—300	6	287 8 0	1,725 0 0	250—10—300	6	287 8 0
Senior Translator	350	1	...	350 0 0	400— — —450	1	140 0 0	440 0 0	450	1	450 0 0
Junior Translators	120—8—200	14	173 5 4	2,426 10 8	150—10—250	14	216 10 8	3,013 5 4	175—10—275	14	241 10 8
Head Assistant and Assistant Stamp Reporter.	250—10—300	1	288 8 0	287 8 0	300—10—350	1	337 8 0	337 8 0	350—10—400	1	387 8 0
Assistants	200	2	...	400 0 0	230—10—250	2	248 0 0	496 0 0	225—25—300	2	288 12 0
Do.	175	4	...	700 0 0	} 125—10—225	31	191 10 8	5,941 10 8	150—10—250	31	216 10 8
Do.	150	8	...	1,200 0 0							
Do.	125	11	...	1,375 0 0	} 45—45—50— 3 95—4—115 —5—125	104	79 10 8	8,285 5 4	45—15—60—4— 140—5—150	104	90 8 0
Do.	100	8	...	800 0 0							
Do.	80	10	...	800 0 0							
Do.	70	12	...	840 0 0							
Do.	60	16	...	960 0 0							
Do.	50	20	...	1,000 0 0							
Do.	40	28	...	1,120 0 0							
Do.	50—3—125	16	81 4 0	2,462 8 0							

High Court, Appellate Side, Judicial Department—continued

PRESENT SCALE.				PROPOSED SCALE				SCALE PROPOSED BY RAI M. C. MITRA BAHADUR.				
Designation.	Pay.	No.	Average.	Total	Pay.	No.	Average.	Total.	Pay.	No.	Average	Total
1	2	3	4	5	6	7	8	9	10	11	12	13
ENGLISH OFFICE												
Head Assistant	350—10—400	1	387 8 0	387 8 0	400—20—500	1	475 0 0	475 0 0	Rs.		Rs. A. P.	Rs A P
Assistants	300	1	...	300 0 0	300—10—350	2	337 8 0	675 0 0	400—25—525	1	475 0 0	475 0 0
Do.	250	1	...	250 0 0		2	248 0 0	496 0 0	300—25—400	3	380 0 0	1,140 0 0
Do.	200	2	...	400 0 0	230—10—250	2			150—10—200 —15—275	12	233 5 4	2,800 0 0
Do	175	2	...	350 0 0	125—10—225	11	191 10 8	2,108 5 4				
Do.,	150	2	...	300 0 0								
Do	125	4	...	500 0 0	45—45—50—3 —95—1—115 —5—125	25	79 10 8	1,991 10 8	45—45—60—4 —140—5—150	25	90 8 0	2,262 8 0
Do	100	3	...	300 0 0								
Do	80	1	...	80 0 0	200—10—300	1	266 10 8	266 10 8	200—10—250 —15—325	2	283 5 4	566 10 8
Do	70	4	...	280 0 0		1	266 10 8	266 10 8		2	225 0 0	225 0 0
Do.	60	5	...	300 0 0	200—10—300	1	...	200 0 0	50—3—125	4	81 4 0	325 0 0
Do.	50	7	...	350 0 0	15—5—100	4	70 10 8	282 10 8				
Do.	40	7	...	280 0 0								
Do	30	1	...	30 0 0								
Keeper of Records	150—10—250	1	216 10 8	216 10 8	200—10—300	1	266 10 8	266 10 8				
Librarian	150—10—250	1	216 10 8	216 10 8	200—10—300	1	266 10 8	266 10 8				
Court Keeper	150	1	...	150 0 0	200	1	...	200 0 0				
Shorthand Typist	30	4	...	120 0 0	15—5—100	4	70 10 8	282 10 8				
Total		218		23,845 0 0		218		30,628 5 4		218		34,054 10 8

Official Receiver.

	Rs.	Rs. A. P.	R. A. P.	Rs.	Rs. A. P.	R. A. P.	Rs.	Rs. A. P.	R. A. P.	Rs.	Rs. A. P.	R. A. P.
Head Assistant (cash)	200—10—250	1	237 8 0	237 8 0	250—10—300	1	287 8 0	287 8 0	300—10—350	1	337 8 0	337 8 0
Do. (correspondence.	150—10—200	1	187 8 0	187 8 0	200—10—250	1	237 8 0	237 8 0	225—10—275	1	262 8 0	262 8 0
Assistants	80	1	...	80 0 0								
Do.	70	1	...	70 0 0								
Do.	60	1	...	60 0 0								
Do.	50	1	...	50 0 0	45—45—50—3 —110—5—120	7	77 8 0	542 8 0	45—45—60—4 —140—5—150	7	90 8 0	633 8 0
Do.	40	2	...	80 0 0								
Do.	35	1	...	35 0 0								
Typist	30—2—50	1	43 5 4	43 5 4	45—;—70	1	70 10 8	70 10 8				
Copyist	30—2—50	1	43 5 4	43 5 4	40—5—65	1	58 12 0	58 12 0	50—3—125	2	81 4 0	162 8 0
Bank Sircar	15—3—20	1	18 5 4	18 5 4	25—;—35	1	29 2 8	29 2 8	25—;—35	1	29 2 8	29 2 8
Total		12		905 0 0		12		1,226 1 4		12		1,425 2 8

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Board of Revenue.

UPPER DIVISION.	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.			
Head Assistants	350—30—500	1	462 8 0	462 8 0	400—30—550	1	512 0 0	512 0 0	400—50—600	1	560 0 0	
Assistants	300	1	...	300 0 0	300—25—350	1	...	345 0 0	300—25—400	2	760 0 0	
Do.	250	1	...	250 0 0	}							
Do.	200	2	...	400 0 0		125—125—150	7	230 0 0	1,610 0 0	345—125—150	6	1,380 8 0
Do.	150	2	...	300 0 0		—10—250—10				—10—350		
Do.	125	2	...	250 0 0		—350						

Board of Revenue-*contd.*

PRESENT SALARY				PROPOSED SALARY				SALARY PROPOSED BY RAI M. C. MITRA, BAHADUR				
Designation.	Pay.	No.	Average	Total.	Pay.	No.	Average	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9	10	11	12	13
LOWER DIVISION.												
...	Rs.		Rs. A. L.	Rs. A. L.	Rs.		Rs. A. L.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Assistants	40—3—70—4— —110	20	75 0 0	1 500 0 0	45—45—50— 3—65—4— 105—5—140.	20	86 2 8	1,723 5 4	170—180 50—55—65—4 —105—5—150	2 18	179 0 0 98 5 4	358 0 0 1,770 0 0
Stenographer	100—10—15	1	137 8 0	137 8 0	80—6—175	1	129 1 4	129 1 4	100—5—125— 10—225.	1	173 0 0	173 0 0
Typists	50—2—70	3	30 0 0	150 0 0	45— —100	1	70 10 8	70 10 8	50—3—125	3	81 4 0	243 12 0
Total		33		3,750 0 0		33		4,390 1 4		33		5 246 4 0

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Lady Adviser to the Court of Wards.

	Rs.	Rs. A. P.	Rs. A. I	Rs.	Rs. A. P	Rs. A. P	Rs.	Rs. A. P.	Rs. A. P.
Clerk ...	60—4—100	1	86 10 8	45—45— 50—3—75—4 —105—5—140.	2	86 2 8	172 5 4	2	98 5 4
Typist and Hindi Clerk	30—3—60	1	50 0 0						
Total	...	2	136 10 8		2		172 5 4	2	196 10 8

Director of Public Instruction.

Upper Division.			Rs.	A.	P.	Rs.	A.	P.	Rs.	A.	P.	Rs.	A.	P.	Rs.	A.	P.					
Head Assistant	...	250—10—300	1	287	8	0	300—10—350	1	337	8	0	337	8	0	250—10—400	1	...	387	8	0		
Assistant	...	250	1	250	0	0	250—25—300	2	295	0	0	590	0	0	275—25—350	2	338	12	0	677	8	0
Assistants	...	200	2	400	0	0																
Do.	...	175	2	350	0	0	100—100— 125—10—225 —15—300															
Do.	...	150	3	450	0	0		12	193	5	4	2,320	0	0	100—100—125— 10—225—15— 300	12	210	0	0	2,520	0	0
Do.	...	125	3	375	0	0																
Do.	...	100	3	300	0	0																
Lower Division.																						
Assistants	...	80	4	320	0	0	45—45—50— 3—110—5— 120	36	77	8	0	2,790	0	0	45—45—60— 4—140—5— 150	36	90	8	0	3,258	0	0
Do.	...	70	5	350	0	0																
Do.	...	60	7	420	0	0																
Do.	...	50	7	350	0	0																
Do.	...	40	5	200	0	0																
Do.	...	30	4	120	0	0																
Probationers	...	25	4	100	0	0	100—10—200	1	166	10	8	166	10	8	100—5—125—10— —225	1	173	0	0	173	0	0
Stenographers	...	100—5—150	1	133	5	4		1	129	1	4	129	1	4	80—5—175	1	129	1	4	129	1	4
Ditto	...	50—5—100	1	83	5	4		2	70	10	8	141	5	4	50—3—125	6	81	4	0	487	8	0
Typists	...	50—2—70	2	63	5	4		4	61	10	8	246	10	8								
Do.	...	30—2—50	4	43	5	4																
Total	...		59	4,789	2	8		59				6,721	4	0		59				7,632	9	4

Assistant Director of Public Instruction for Muhammadan Education.

Designation.	Present Staff.			Proposed Staff.			Scale Proposed by Rai M C Mulla, Bahadur.		
	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	
1	2	3	4	5	6	7	8	9	10
Head Clerk	Rs. 100	1	...	Rs. A. P. 100	Rs. 125-10-225	1	Rs. A. P. 191 10 8	Rs. 125-10-225	Rs. A. P. 191 10 8
Clerk	50	1	...	50	45-45-50 3-110-5-120	3	77 8 0	45-45-60-4 -140-5-150	271 8 0
Do.	35	2	...	70					
Typist	30	1	...	30	45-70	1	61 10 8	50-3-125	75 4 0
Total		5		250		5		485 13 4	514 6 8

xxii:

Office of the Director of Land Records.

Upper Division.	Present Staff.			Proposed Staff.			Scale Proposed by Rai M C Mulla, Bahadur.		
	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	
Head Assistant	20-10-250	1	237 8	Rs. A. 237 8	Rs. 250-10-300	1	Rs. A. 287 8	Rs. 300-12 $\frac{1}{2}$ -350	Rs. A. P. 340 0 0
Assistant	175-5-200	1	193 12	193 12	200-25-250	1	245 0	250-25-300	288 12 0
Do.	150-5-175	1	168 12	168 12					
Do.	125-5-150	2	143 12	287 8	100-100-125 125-1 $\frac{1}{2}$ -200 -10-250	4	182 8	100-103-125 -10-225-15 -300	840 0 0
Do.	100-5-125	1	118 12	118 12					
Total		6		1,006 4		6		1,262 8	1,466 4 0

LOWER DIVISION.

...	80—4—100	1	95 0 0	95 0 0	150—5—175	1	168 12 0	168 12 0
Assistant	...	1	95 0 0	95 0 0	150—5—175	1	168 12 0	168 12 0
Do. ...	60—4—80	2	75 0 0	150 0 0
Do. ...	40—4—60	3	55 0 0	165 0 0	45—45—50—3 —110—5— 120.	7	77 8 0	542 8 0	45—45—60— 4—140—5— 150.	7	90 8 0	633 8 0
Do. ...	30—2—40	1	37 8 0	37 8 0
Probationer (a)	25	1	...	25 0 0
Draftsman (b)	40—4—60	1	55 0 0	55 0 0	50— $\frac{1}{2}$ —100	1	75 0 0	75 0 0
Shorthand allowance	20—30	1	30 0 0	30 0 0	20—30	1	...	30 0 0	30	1	...	30 0 0
Total	...	15	...	1,563 12 0	...	15	...	1,910 0 0	...	15	...	2,301 0 0

(a) Only to be filled up in case of prospective vacancy.
(b) Assistant with the qualification of draftsman.

Office of the Chief Engineer, Public Health Department.

	Rs.		Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. I	Rs.	Rs. A. P.		Rs. A. P.	Rs. A. P.
Head Clerk	75—10—175	1	108 5 4	108 5 4	100—1—175	1	150 0 0	150 0 0	125—10—175	1	162 8 0	
Accountant	80—7—150	1	126 10 8	126 10 8	100—10—200	1	166 1, 8	166 10 8	125—15—200	1	181 4 0	
Clerk	40—4—60	1	55 0 0	55 0 0	$\left\{ \begin{array}{l} 45-45-50- \\ 3-110-5 \\ -120 \end{array} \right.$	1	77 8 0	77 8 0	45 45—60—1— 140—5—150	1	90 8 0	
Typist	30— $\frac{1}{2}$ —45	1	40 0 0	40 0 0	45—2—70	1	61 10 8	61 10 8	50—3—125	1	81 4 0	
Draftsman	60—8—100	1	90 0 0	90 0 0	90—5—140	1	123 5 4	123 5 4	90—5—140	1	123 5 4	
Ditto	50—2—60	2	57 8 0	115 0 0	50—4—80	2	76 10 8	153 5 4	50—4—80	2	158 5 4	
Total		7		535 0 0		7		732 8 0		7		797 2 0

Office of the Commissioner of Excise and Salt.

xxiv

PRESENT SCALE				PROPOSED SCALE				SCALE PROPOSED BY RAI M C MISHRA BARADUR.				
Designation	Pay	No	Avail.	Total	Pay	No	Avage.	Total	Pay	No	Avage.	T. total.
1	2	3	4	5	6	7	8	9	10	11	12	13
Superintendent	Rs. 200—10—250	1	Rs. 237 5 0	237 5 0	Rs. 250—10—300	1	287 8 0	287 8 0	Rs. 300—10—350	1	337 8 0	337 8 0
Assistant	200	1	...	100 0 0	200—10—250	1	237 8 0	237 0 0	225—25—300	1		288 12 0
Do.	150	1	...	150 0 0								
Do	125	1	...	125 0 0	125—1—200	4	175 0 0	700 0 0	150—10—250	4	216 10 8	866 10 8
Do.	100	2	...	200 0 0								
Do.	80	2	...	160 0 0								
Do	70	3	...	210 0 0								
Do.	60	4	...	240 0 0	45—45—50— 5—110—5— 120	22	77 0 0	1,705 0 0	45—45—60— 4—140—5— 150	22	90 8 0	1,991 0 0
Do.	50	6	...	300 0 0								
Do.	40	5	...	200 0 0								
Do.	30	2	...	60 0 0								
Stenographer	80—4—120	1	106 10 8	106 10 8	50—5—175	1	129 1 4	129 1 4	80—5—175	1	129 1 4	129 1 4
Total	...	29		2,189 2 8		29		3,059 1 4		29		3,613 0 0

Office of the Commissioner of Police Calcutta.

	Rs.	Rs. A P	Rs. A P.	Rs.	Rs. A L.	Rs. A P			
Head Assistant	...	300—20—400	1	375 0 0	375 0 0	375 0 0	1	...	375 0 0
Assistants	...	200	1	...	240 0 0	240 0 0	1	...	288 12 0
Do.	...	150	1	...	150 0 0	150 0 0			
Do.	...	125	2	...	275 0 0	275 0 0			
Do.	...	100	6	...	620 0 0	620 0 0	12	216 10 8	2,600 0 0
Do.	...	70—5—100	1	92 0 0	92 0 0	92 0 0			
Do.	...	90	2	...	180 0 0	180 0 0			
Do.	...	80	3	...	240 0 0	240 0 0			
Do.	...	70	5	...	350 0 0	350 0 0			
Do.	...	60	13	...	780 0 0	780 0 0			
Do.	...	50	16	...	800 0 0	800 0 0	76	90 8 0	6,878 0 0
Do.	...	40	20	...	800 0 0	800 0 0			
Do.	...	30	14	...	420 0 0	420 0 0			
Do.	...	35—2—55	1	48 5 4	48 5 4	48 5 4			
Probationers	...	20	4	...	80 0 0	80 0 0			
Cattle Munshies	...	15—1—25	2	21 10 2	43 5 4	43 5 4	2	37 1 4	74 2 8
Total	...		92		5,023 10 0	5,023 10 0	92	...	10,215 14 8

Inspector-General of Police.

PRESENT SCALE.				PROPOSED SCALE.				SCALE PROPOSED BY RAI M. C. MITRA BAHADUR.				
Designation.	Pay.	No.	Average.	Total.	Rs.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9	10	11	12	13
Upper Division.												
Registrar	400—10—500	1	456 10 8	456 10 8	400—20—600	1	533 5 4	533 5 4	500—50—600	1	...	590 0 0
Head Assistants	300—20—400	1	375 0 0	375 0 0	350—10—400	1	387 8 0	387 8 0	400—25—500	1	...	480 0 0
Assistant	250	2	...	500 0 0	250—25—300	3	287 8 0	862 8 0	275—25—350	3	338 12 0	1,016 4 0
Do.	200	2	...	400 0 0								
Do.	175	4	...	700 0 0								
Do.	150	3	...	450 0 0	100—100—				100—100—			
Do.	125	3	...	375 0 0	125—10—225	15	193 5 4	2,900 0 0	125—10—225—15—300.	15	210 0 0	3,150 0 0
Do.	100	4	...	400 0 0	—1—300							
Lower Division.												
Assistants	80	4	...	320 0 0								
Do.	70	2	...	140 0 0								
Do.	60	5	...	300 0 0	45 45—50—	17	82 5 4	1,399 10 8	45—45—60—4	17	90 8 0	1,536 8 0
Do.	50	6	...	300 0 0	3—65—4—				—140—5—150.			
Stenographer	110—10—160	1	147 8 0	147 8 0	100—10—200	1	166 10 8	166 10 8	100—5—125—10—225.	1	173 0 0	173 0 0
Do.	50—5—100	1	83 5 4	83 5 4	80—5—175	1	129 1 4	129 1 4	80—5—175	1	129 1 4	129 1 4
Typist	50—2—70	1	63 5 4	63 5 4	45—2—100	1	70 10 8	70 10 8				
Do.	30—2—50	2	43 5 4	86 10 8	45—2—70	2	61 10 8	123 5 4	50—3—125	3	81 4 0	243 12 0
Total		42		5,064 2 8		42		6,572 12 0		42		7,318 9 4

Deputy Inspector-General, C. I. D.

	Rs.		Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs. A. P.
Superintendent	200	1	...	200 0 0	225—10—275	1	262 8 0	250—2 ⁶ —300	1	...	290 0 0
Assistant	125	1	...	125 0 0	125—10—225						
Do.	100	1	...	100 0 0		2	191 10 8	125—10—225	2	191 10 8	383 5 4
Do.	80	1	...	80 0 0							
Do.	70	4	...	280 0 0	40—40—45 —, —100						
Do.	60	2	...	120 0 0		12	66 0 0	40—45—55—3 —85—4—125	12	79 10 8	956 0 0
Do.	50	2	...	100 0 0							
Do.	40	1	...	40 0 0							
Do.	30	2	...	60 0 0							
Stenographer	100—10—150	1	137 8 0	137 8 0	100—10—200	1	166 10 8	100—5—125— 10—225	1	173 0 0	173 0 0
Typists	30—2—50	2	43 5 4	86 10 8	45—2—70	2	61 10 8	50—3—125	2	81 4 0	162 8 0
Total		18		1,329 2 9		18			18		1,964 13 4

Deputy Inspector-General, Presidency Range.

PRESENT SCALE				PROPOSED SCALE				SCALE PROPOSED BY BAI M. C. MITRA RAHADUR				
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9	10	11	12	13
Head Assistant	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
	150	1	...	150 0 0	125—10—225	1	191 10 8	191 10 8	150—10—250	1	216 10 8	216 10 8
	70	1	...	70 0 0					125—5—150	1	143 12 0	143 12 0
	60	1	...	60 0 0								
	50	2	...	100 0 0								
Do.	40	1	...	40 0 0	40—40—45— —100	7	66 0 0	462 0 0	40—45—50—3— 80—4—120	6	77 5 4	464 0 0
Do.	30	2	...	60 0 0								
Total	...	8	...	400 0 0		8		653 10 8		8		824 6 8

Deputy Inspector-General, Burdwan Range.

	Rs.	Rs. A l.	Rs. A l.	Rs. A l.	Rs.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.
Head Assistant	125	1	...	Rs. A l.	Rs.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.
...	125 0 0	125—10—225	1	191 10 8	191 10 8	216 10 8
Assistant	80	1	...	80 ⁰ 0 0					
Do.	60	1	...	60 0 0					
Do.	50	2	...	100 0 0	10—40—45— 2—100	7	66 0 0	462 0 0	77 5 4
Do.	40	1	...	40 0 0					
Do.	30	2	...	60 0 0					
Total	...	8	...	465 0 0		8	653 10 8	8	824 6 8

Deputy Inspector-General, Dacca Range.

	Rs.	Rs.	Rs.	Rs.	Rs.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.
Head Assistant	175	1	175	125-10-225	1	191 10 8	191 10 8	216 10 8
Assistants	60	3	180				150-10-250	1
Ditto	50	1	...	50				125-5-150	1
Ditto	40	1	40				40-45-50 -3-80-4 -120	6
Ditto	30	2	60				77 5 4	464 0 0
Total	8	505	8	653 10 8	8	824 6 8			

Deputy Inspector-General, Bakarganj Range.

	Rs.	Rs.	Rs.	Rs.	Rs.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.
Head Assistant	150	1	150	125-10-225	1	191 10 8	191 10 8	216 10 8
Assistants	80	1	80				150-10-250	1
Ditto	70	1	70				125-5-150	1
Ditto	40	3	120				40-45-50 3-80-4 -120	6
Ditto	30	2	60				77 5 4	464 0 0
Total	8	480	8	653 10 8	8	824 6 8			

Deputy Inspector-General, Rajshahi Range.

Designation.	PRESENT SCALE.				PROPOSED SCALE.				SCALE PROPOSED BY RAI M. C. MITTER BAHADUR.			
	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9	10	11	12	13
Head Assistant	Rs. 150	1	...	Rs. 150	Rs. 125—10—225	1	Rs. A. P. 191 10 8	Rs. A. P. 191 10 8	Rs. 150—10—250	1	Rs. A. P. 216 10 8	Rs. A. P. 216 10 8
Assistant	80	1	...	80	40—40—45—50—50—100	7	66 0 0	462 0 0	125—5—150	1	143 12 0	143 12 0
Ditto	60	2	...	120								
Ditto	50	1	...	50					40—45—50—3	6	77 5 4	464 0 0
Ditto	40	1	...	40					—50—4—120			
Ditto	30	2	...	60								
Total		8		500		8		653 10 8		8		824 6 8

District Superintendents of Police, Rajshahi Range.

Designation.	Rs.	No.	Average.	Total.	Rs.	No.	Average.	Total.	Rs.	No.	Average.	Total.
Head Clerks	90	3	...	270	100—8—140	10	130 0 0	1,300 0 0	125—7—160	10	151 4 0	1,512 8 0
Ditto	80	7	...	560	80—4—100	10	93 5 4	933 5 4				
Accountants	60	4	...	240					100—4—120	10	115 0 0	1,150 0 0
Ditto	50	6	...	300								
Clerks	50	2	...	100								
Do.	45	4	...	180	35—35—40—2—68—4—80	51	54 8 0	2,779 8 0	35—40—50—2	51	65 5 4	3,332 0 0
Do.	40	9	...	360					—70—3—100			
Do.	35	11	...	385								
Do.	30	19	...	570								
Probationers	15	6	...	90		71		5,012 13 4		71		5,994 8 0
Total		71		3,055								

District Superintendents of police, Presidency Range.

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[illegible]

District Superintendents of Police, Dacca Range.

Designation	PRESENT SCALE				PROPOSED SCALE				SCALE PROPOSED BY RAI M. C. MITTER BAHADUR.			
	Pay	No	Average	Total	Pay	No	Average	Total	Pay	No	Average	Total
1	2	3	4	5	6	7	8	9	10	11	12	13
Head Clerks	Rs 100	2	...	Rs 200	Rs 100—8—140	3	130 0 0	390 0 0	Rs 125—7—160	3	151 4 0	453 12 0
Ditto	90	1	...	90								
Accountants	70	2	140	Rs 80—1—100	4	93 5 4	373 5 4	160—4—120	4	115 0 0	460 0 0
Ditto	60	1	...	60								
Ditto	50	1	50	Rs 35—35—10— 2—68—3—80	31	54 8 0	1,689 8 0	35—40—50— —2—70—3—100	31	65 5 4	2,025 5 4
Clerks	50	6	300								
Do.	45	1	45	Rs 160	4	175				
Do.	40	4	160								
Do	35	5	175	Rs 450	15	450				
Do.	30	15	450								
Total		38		1,670		38		2,452 13 4		38		2,939 1 4

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District Superintendents of Police, Bakarganj Range.

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Head Clerks	Rs	1	Rs	Rs.	Rs	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.		
	100	1	...	100	100—8—140	5	130 0 0	650 0 0	125—7—160	5	151 4 0	756 4 0
Ditto	90	4	...	360								
Accountant	70	1	...	70								
Ditto	60	4	...	240	80—4—100	5	93 5 4	466 10 8	100—4—120	5	115 0 0	575 0 0
Clerks ...	50	3	...	150								
Do. ...	45	4	...	180								
Do. ...	40	4	...	160	35—35—40—2—68—1—60	38	54 8 0	2,071 0 0	35—10—50—2—70—3—100	38	65 5 4	2,482 10 8
Do. ...	35	3	...	280								
Do. ...	30	15	...	450								
Probationers	15	4	...	60								
Total		48		2,050		48		3,187 10 8		48		3,813 14 8

District Superintendents of Police, Burdwan Range.

Designation	I R A I S A H			P R O S I D S A H			S C A I P P R O I O S I D S A H			R A I M C M I L L E R B A H A D R		
	Pay	No	Average	Pay	No	Average	Pay	No	Average	Pay	No	Average
1	2	3	4	5	6	7	8	9	10	11	12	13
Head Clrks	Rs 100	3	R A I	R A I	R A I	R A P	R A I	R A I	R A I	R A I	R A I	R A I
Ditto	80	2	500 0 0	100—3—140	7	130 0 0	910 0 0	125—7—160	7	151 4 0	1,058 12 0	
Ditto	70	2	110 0 0									
Accountants	70	1	70 0 0									
Ditto	60	2	120 0 0	50 1—100	7	93 5 4	653 5 4	100—4—120	7	115 0 0	805 0 0	
Ditto	50	4	200 0 0									
Clerks	50	8	400 0 0									
Do.	45	3	135 0 0									
Do	40	7	280 0 0									
Do	35	10	350 0 0	35—35—40—2	54	54 8 0	2,943 0 0	35—40—50—2	54	65 5 4	3,528 0 0	
Do.	30	7	210 0 0	—68— —50				—70—3—100				
Do	25	13	325 0 0									
Probationers	10	6	60 0 0									
Total		68	2,750 0 0		68		4,506 5 4		68		5,391 12 0	

Intelligence Branch (Criminal Investigation Department).

	Rs	Rs A P	Rs A I	Rs	Rs A I	Rs A P	Rs A I	Rs	Rs A P	Rs A I
Registrar	...	500—20—700	1	633 5 4	633 5 4	1	633 5 4	633 5 4		
Assistants	...	250—10—300	2	287 8 0	577 0 0	2	337 8 0	675 0 0		
Ditto	...	200—10—250	3	27 8 0	712 8 0					
Ditto	...	150—5—200	4	183 5 4	733 5 4					
Ditto	...	125—5—150	4	143 12 0	575 0 0	15	186 10 8	2,800 0 0	No change	
Ditto	...	100—5—125	3	118 12 0	356 4 0					
Accountant	...	100—5—150	1	133 5 4	133 5 4					
Steno-typist	...	150—5—200	1	183 5 4	183 5 4	1	233 5 4	233 5 4		
Typists	...	125—5—150	1	143 12 0	143 12 0	1	168 12 0	168 12 0		
Do	100—5—125	2	118 12 0	237 8 0	2	143 12 0	297 8 0		
Total	...		22		4,283 5 4	22		4,797 14 8		

Special Branch, Commissioner of Police Office.

Designation.	PROPOSED SALARY				PROPOSED SALARY				SALARY PROPOSED BY RAI M. C. MILLER BAHADUR			
	PAY.	No.	Average.	Total	PAY.	No.	Average.	Total	PAY.	No.	Average.	Total
1	2	3	4	5	6	7	8	9	10	11	12	13
Head Assistant	Rs 250—10—300	1	283 5 4	283 5 4	Rs 300—1—350	1	333 5 1	333 5 4	Rs		Rs A P.	Rs A P
Assistants	200—10—250	2	233 5 4	566 10 8								
Ditto	150—10—200	1	183 5 4	183 5 4	100—100 125—100 250—10— 300	6	186 10 8	1,120 0 0		No change.		
Ditto	125—10—150	3	141 10 8	425 0 0								
Ditto	70	1	70 0 0	100	1	100 0 0				
Typist	100—1—125	1	116 10 8	116 10 8	125—1—150	1	141 10 8	141 10 8				
Total		9		1,455 0 0		9		1,695 0 0				

Office of the Director of Surveys, Bengal.

	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.
Personal Assistant ...	300—10—400	1	366 10 8	300—10—400	1	366 10 8	366 10 8	366 10 8	366 10 8	350—20—450	1	425 0 0
Head Assistant ...	150—10—200	1	187 8 0	150—10—200	1	187 8 0	187 8 0	187 8 0	187 8 0	175—15—250	1	231 4 0
Assistants ...	80—5—100	2	96 0 0	125—5—150	2	143 12 0	287 8 0	287 8 0	287 8 0	120—8—160	2	300 0 0
Ditto ...	35— —80	17	59 0 0	45—45—70 —3—110—5 —120	17	77 8 0	1,317 8 0	1,317 8 0	1,317 8 0	45—50—60—4 —110—5—150	17	1,538 8 0
Total		21	1,749 2 8		21		2 159 2 8	2 159 2 8	2 159 2 8		21	2,494 12 0

Twelve Sections and Drawing Office

I agree.

Office of the Surgeon-General.

	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.
Head Assistant ...	200—10—250	1	237 8 0	250—10—300	1	287 8 0	287 8 0	287 8 0	287 8 0	300—10—350	1	337 8 0
Assistant ...	200	1	200—10—250	1	237 8 0	237 8 0	237 8 0	237 8 0	225—25—300	1	288 12 0
Ditto	150	1	125—15—200	3	175 0 0	525 0 0	525 0 0	525 0 0	150—10—250	3	650 0 0
Ditto	100	2									
Ditto	80	3									
Ditto	60	4									
Ditto	50	5									
Ditto	40	4	45—45—50—3 —110—5—120	21	77 8 0	1,627 8 0	1,627 8 0	1,627 8 0	45—50—60—4 —140—5—150	21	1,900 8 0
Ditto	30	3									
Probationers	25	2									
Total		26	1 817 8		26		2,677 8 0	2,677 8 0	2,677 8 0		26	3,176 12 0

XXXXVII

Office of the Inspector-General of Prisons.

Designation.	PRISONER SALARY			PROVIDENT FUND			SALE PROCEEDS BY RAI M. C. MILLER BAHADUR		
	Pay.	No.	Average	Total	Pay.	No.	Average	Total	
1	2	3	4	5	6	7	8	9	
Personal Assistant ...	Rs., 300—20—500	1	Rs. A. P. 433 5 4	Rs. A. P. 433 5 4	Rs. 100—20—600	1	Rs. A. P. 533 5 4	Rs. A. P. 533 5 4	
Head Assistant ...	150—10—200	1	187 8 0	187 8 0	200—10—250	1	237 8 0	237 8 0	
Clerk ...	150	1	150 0 0	125—10—200	2	175 0 0	300 0 0	
Ditto ...	100	1	100 0 0		150—5—175	1	168 12 0	168 12 0
Ditto ...	90	1	90 0 0	15—50—60—4 —140—5—150		19	90 8 0	1,719 8 0
Ditto ...	80	2	160 0 0			225—10—275	1	262 8 0
Ditto ...	70	3	...	210 0 0		2,858 5 4		25	3,406 9 4
Ditto ..	60	4	240 0 0				25	25
Ditto ...	50	1	200 0 0	25				25
Ditto ...	40	3	120 0 0			25		25
Ditto ...	30	3	90 0 0		25			25
Travelling Auditor ...	150—10—200	1	187 8 0	187 8 0				25	25
Total ...		25		2,168 5 4	25				25
							25		25
						25			25
								25	25

XXXXVIII

Office of the Inspector-General of Registration.

Upper Division.			Lower Division.			Total		
Rs.	R. A. P.	R. A. P.	Rs.	R. A. P.	R. A. P.	Rs.	R. A. P.	R. A. P.
150—10—200	1	187 8 0	200—10—250	1	237 8 0	225—10—275	1	262 8 0
Clerk ...	1	150 0 0					
Ditto	2	250 0 0	5	175 0 0	150—10—250	5	216 10 8
Ditto	2	200 0 0					
Clerks ...	2	160 0 0					
Ditto	3	210 0 0					
Ditto	5	300 0 0					
Ditto	5	250 0 0	25	77 8 0	45—50—60—4 —140—5—150	25	90 8 0
Ditto	4	160 0 0					
Ditto	4	120 0 0					
Probationers	2	50 0 0					
Shortland Typist	1	106 10 8	106 10 8	1	129 1 4	80—5—175	1	129 1 4
Total	32		2,144 2 6	32	3,179 1 4		32	3,737 6 8

Office of the Director of Public Health.

Designation	PPLSEVA (ALL)			Total	P. P. S. S. ALL			Total	S. A. I. PROPOSED BY RAI M. C. MILLER BADAHER			
	Pty	No	Average		Pty	No	Average		Pty	No	Average	
1	2	3	4	5	6	7	8	9	10	11	12	13
Personal Assistant	R. S.		R. S. A. P.	R. S. A. P.	R. S.		R. S. A. P.	R. S. A. P.	R. S.		R. S. A. P.	R. S. A. P.
	300-20-500	1	433 5 4	433 5 4	400-20-600	1	533 5 4	533 5 4	400-50-600	1	560 0 0	560 0 0
Head Assistant	150-10-200	1	157 5 0	167 8 0	200-10-250	1	237 8 0	237 8 0	225-10-275	1	262 8 0	262 8 0
Clerk	125	1	...	125 0 0	125-1-200	1	175 0 0	525 0 0	150-10-250	3	216 10 8	650 0 0
Do.	100	2	...	200 0 0								
Do.	80	3	...	240 0 0								
Do.	70	2	...	140 0 0								
Do.	60	3	...	180 0 0								
Do.	50	4	...	200 0 0	15-45-50-5 3 110-5 -120	18	77 8 0	1,395 0 0	15-50-60-4 140-5-150	18	90 8 0	1,629 0 0
Do.	40	1	...	160 0 0								
Do.	30	1	...	90 0 0								
Probationer	25	1	...	25 0 0								
Draftsman	50	1	...	50 0 0	60-2-80	1	73 5 4	73 5 4	60-2-80	1	73 5 4	73 5 4
Total		24		1,970 13 4		24		2,764 2 8		24		3,174 13 4

Registrar, Co-operative Societies, Calcutta Office.

	Rs.	Rs. A P	Rs. A P.	Rs.	Rs. A. P.	Rs. A P.	Rs.	Rs. A P.	Rs. A P.
Head Assistant	150—10—250	1	216 10 8	150—10—250	1	216 10 8	250—10—300	1	287 8 0
Assistant	150	1	125—5—140	3	200—10—250	1	27 8 0
Do	75—5—100	2	93 12 0	137 12 0		275 8 0	120—8—100	2	300 0 0
Do	70	2						
Do.	60	3						
Do.	50	2						
Do	40	3	45—45—50— 3—110—5 120	14	77 8 0	45—50—60 —1—140—5 —150	11	1,267 0 0
Do.	35	1						
Do	30	1						
Probationers	25	2						
Shorthand-writer	80—4—120	1	106 10 8	80—5—175	1	129 1 4	60—5—175	1	129 1 4
Typist	30—2—50	1	43 5 4	45——70	1	61 10 8	50—3—125	1	81 4 0
Total		20	1,559 2 8		20	1,917 14 8		20	2,302 5 4

Assistant Registrar, Co-operative Societies, Dacca Office.

Designation	PAID IN FULL			PAID BY ADVANCE			PAID BY MONTHLY			PAID BY PROPOSED BY RAI M. C. MILLER BAHADUR		
	Pay	No	Amount	Total	Pay	No	Amount	Total	Pay	No	Amount	Total
1	2	3	4	5	6	7	8	9	10	11	12	13
Head Assistant	Rs 75-5-100	1	Rs 93 12 0	Rs 93 12 0	Rs 115-5-140	1	Rs 133 12 0	Rs 133 12 0	Rs 120-8-100	1	Rs 150 0 0
Assistant	70	1	70 0 0	70	1	70 0 0	70	1	70 0 0
Ditto	50	1	50 0 0	50	1	50 0 0	50	1	50 0 0
Ditto	40	1	40 0 0	40-40-45-100	5	66 0 0	330 0 0	40-45-70-3-80-4-120	5	77 5 4	386 10 8
Ditto	35	1	35 0 0	35	1	35 0 0	35	1	35 0 0
Probationer	25	1	25 0 0	25	1	25 0 0	25	1	25 0 0
Typist	30-2-50	1	43 5 4	43 5 4	43-5-4	1	61 10 8	61 10 8	43-5-4	1	70 10 8
Total	...	7	317 1 4	317 1 4	...	7	525 6 8	525 6 8	...	7	607 5 4	607 5 4

Assistant Registrar, Co-operative Societies, Naogaon Office.

Designation	PAID IN FULL			PAID BY ADVANCE			PAID BY MONTHLY			PAID BY PROPOSED BY RAI M. C. MILLER BAHADUR		
	Pay	No	Amount	Total	Pay	No	Amount	Total	Pay	No	Amount	Total
1	2	3	4	5	6	7	8	9	10	11	12	13
Head Assistant	Rs 75-5-100	1	Rs 93 12 0	Rs 93 12 0	Rs 115-5-140	1	Rs 133 12 0	Rs 133 12 0	Rs 120-8-100	1	Rs 150 0 0
Assistant	50	2	100 0 0	100	2	100 0 0	100	2	100 0 0
Ditto	40	1	40 0 0	40-40-45-100	1	66 0 0	264 0 0	40-45-70-3-80-4-120	4	77 5 4	309 5 4
Ditto	35	1	35 0 0	35	1	35 0 0	35	1	35 0 0
Typist	30-2-50	1	43 5 4	43 5 4	43-5-4	1	61 10 8	61 10 8	43-5-4	1	70 10 8
Total	...	6	912 1 4	912 1 4	...	6	459 6 8	459 6 8	...	6	530 0 0	530 0 0

Office of the Registrar, Joint-Stock Companies.

Designation	PEL-CLERK SCALE				PROPOSED SCALE				SCALE PROPOSED BY RAJ. M. C. MILLER, BAHADUR			
	Pay	No	Average	Total	Pay	No	Average	Total	Pay	No	Average	Total
1	2	3	4	5	6	7	8	9	10	11	12	13
Head Clerk	Rs 60—4—80	1	Rs 75 0	Rs 75 0	Rs 80—4—110	1	Rs 105	R 105	Rs 100—10—150	1	Rs A. P. ...	Rs A 137 8
Clerk	50—2—60	1	57 8	57 8								
Ditto	40—2—50	2	47 8	95 0	40—40— 45—2—85	9	61	549	40—45—50—3 —80—3—110	9	72 10 8	654 0
Ditto	30—2—40	5	37 8	187 8								
Cashier	40—2—50	1	47 8	47 8								
Total		10		462 8		1		654		10		791 8

Office of the Agent for Government Consignments, Calcutta.

	Rs.	Rs. A. P.	Rs. A	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.
Personal Assistant ...	250—10—300	1	287 8	275—10—325	1	312 8 0	312 8 0	275—10—325	1	312 8 0	312 8 0	312 8 0
Head Clerk ...	120—5—175	1	155 12	150—5—200	1	183 5 4	183 5 4	150—5—200	1	183 5 4	183 5 4	183 5 4
Clerk ...	90—2—100	2	97 8 0	125—5—150	1	143 12 0
Ido. ...	75—2—85	3	82 8 0
Do. ...	60—2—70	5	67 8 0
Do. ...	45—2—55	4	52 8 0	45—45— 50—3—110— 5—120	18	77 8 0	1,395 0 0	45—45— 50—3—110— 5—120	17	77 8 0	1,317 8 0	1,317 8 0
Do. ...	30—2—40	3	37 8 0
Probationer	30	1	30 0
Sarkars ...	20—1—30	6	26 10 8	25—2—35	6	29 2 8	175 0 0	35—1—55	6	45 0 0	270 0 0	270 0 0
Total ...		26	1,735 12		26		2,025 13 4		26		2,227 1 0	2,227 1 0

ΔIX

Offices of the Protector of Emigrants, Calcutta, and of the Embarkation Agent and Superintendent of Emigrants, Goalundo.
Protector of Emigrants, Calcutta.

Designation	PROPOSED STAFF			PROPOSED IN RAJ M C MITTER J AHADPA		
	Pay	No.	Avail.	Pay	No.	Avail.
1	2	3	4	5	6	7
Head Clerk	125—10—175	1	Rs. A 1 162 8 0	Rs. 171—10—225	1	Rs. A 1 212 8 0
Clerk	100—5—125	1	118 12 0	127—10—175	1	162 8 0
Do	90	1
Do.	80	1
Do	65	2
Do	50	3	...	45 45—50— 3—110—5— 120	11	77 8 0
Do	40	2
Do	30	2
Collecting Sur.	15— ¹ / ₂ —20	1	18 5 4	25— —35	1	29 2 8
Total		14	889 9 4		14	1,256 10 8
						1,352 8 0

Embarkation Agent and Superintendent of Emigrants, Goalundo

Office of the Director of Fisheries, Bengal, Bihar and Orissa.

	Rs	R ^s A I	R ^s A I	R ^s A I	R ^s A I	R ^s A P	R ^s A I	R ^s A	R ^s A P.
Head Clerk ...	90—5—150	1	1 22 0 0	122 0 0	125—5—175	1	158 5 4	150—5—200	183 5 4
Clerk ...	60—2—110	1	80 0 0	50 0 0	45—45— 50—3—110 —5—120	2	7 8 0	45—50—60—4 —140—5—150	181 0 0
Typist Accountant ...	40—2—80	1	50 0 0	60 0 0					
Typist ...	30—2—50	1	43 5 4	43 5 4	45— —70	1	61 10 8	30—3 125	81 4 0
Total		4		305 5 4		4			545 9 4

Office of the Municipal Magistrate, Calcutta.

	Rs.	Rs. A	Rs. A.	Rs	Rs. A P	Rs. A. I	Rs	Rs. A P	Rs. A. I	Rs	Rs. A P.	Rs. A P.
Head Clerk ...	80—4—100	1	95 0	95 0	125—5—175	1	158 5 4	158 5 4	1	158 5 4	158 5 4	158 5 4
2nd Clerk and Cashier	50—2—60	1	57 8	57 8								
3rd Clerk and Peshkar	40—2—50	1	47 8	47 8								
Peshkar (2nd Count) ...	40—2—50	1	47 8	47 8								
4th Clerk and Record-keeper.	35—1—40	1	38 1—	35 12	40—40— 15— —100	11	66 0 0	72 0 0	11	72 10 8	799 5 4	799 5 4
Clerks ...	35—1—40	2	38 12	77 8								
Assistant Cashier ...	35—1—40	1	38 12	38 12								
Clerks ...	30	3	50 0								
Summons Writer ...	30	1	30 0								
Total ...		12		522 8		12			884 5 4	12		957 10 8

Port Officer and Engineer and Ship-Surveyor, Calcutta.

Designation.	PRESENT SALT.				PROPOSED SALT.				SALT PROPOSED BY RAI M. C. MITTER BHADUR.			
	Pay	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9	10	11	12	13
Chief Clerk ...	Rs. 200—10—300	1	266 10 8	266 10 8	Rs. 200—10—300	1	266 10 8	266 10 8	Rs. 200—10—300	1	266 10 8	266 10 8
Wreck Chart Clerk ...	140—5—160	1	156 0 0	156 0 0	140—5—160	1	156 0 0	156 0 0	140—5—160	1	156 0 0	156 0 0
Clearance Clerk ...	120—4—140	1	135 0 0	135 0 0	140—5—160	1	156 0 0	156 0 0	140—5—160	1	156 0 0	156 0 0
Second Clerk ...	100—4—120	1	115 0 0	115 0 0	120—4—140	1	135 0 0	135 0 0	120—4—140	1	135 0 0	135 0 0
Bill Clerk ...	80—4—100	1	95 0 0	95 0 0	100—4—120	1	115 0 0	115 0 0	100—4—120	1	115 0 0	115 0 0
Head Clerk of Engineer and Ship-Surveyor.	100—4—120	1	115 0 0	115 0 0	120—4—140	1	135 0 0	135 0 0	120—4—140	1	135 0 0	135 0 0
Assistant Clearance Clerk.	60—2—80	2	73 5 4	146 10 8								
Assistant Bill Clerk ...	60—2—80	1	73 5 4	73 5 4								
Reference and Record Clerk.	60—2—80	1	73 5 4	73 5 4								
Second Clerk of Engineer and Ship-Surveyor.	60—2—80	1	73 5 4	73 5 4								
Indent Clerk ...	40—2—60	1	53 5 4	53 5 4	40—4—45—100	11	66 0 0	726 0 0	40—45—50—3—80—3—110	11	72 10 8	799 5 4
Certificate Clerk ...	40—2—60	1	53 5 4	53 5 4								
Banking Clerk ...	40—2—60	1	53 5 4	53 5 4								
Third Clerk of Engineer and Ship-Surveyor.	40—2—60	1	53 5 4	53 5 4								
Despatcher ...	30—2—40	1	37 8 0	37 8 0								
Assistant Reference Clerk.	30—2—40	1	37 8 0	37 8 0								
Typists ...	40—2—50	2	47 8 0	95 0 0	45—5—70	2	61 10 8	123 5 4	50—100	2	75 0 0	150 0 0
Total ...		19		1,632 10 8		19		1,813 0 0		19		1,913 0 0

Head Shipping Office, Calcutta.

	Rs.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs. A. P.
Head Assistant ...	150—10 250	1	216 10 8	150—10 250	1	216 10 8	216 10 8	200—10—300	1	266 10 8	266 10 8
Accountant ...	100—5—120	1	116 0 0	100—1—120	1	116 0 0	116 0 0	120—4—140	1	135 0 0	135 0 0
Second Assistant ...	80—1—100	1	95 0 0	85—3—100	1	96 4 0	96 4 0	100—4—120	1	115 0 0	115 0 0
Shipping Clerk (English Department)	60—4—80	1	75 0 0								
Record Clerk ...	50—2—60	1	57 8 0								
Shipping Clerk (Native Department).	50—2—60	1	57 8 0								
Assistant Shipping Clerk	40—2—50	1	47 8 0	40—40—45— 2—85	8	61 0 0	48 0 0	40—45—50—3 —80—4—120	8	77 5 1	618 10 8
Assistant Accountant	40—2—50	1	47 8 0								
Assistant Record Clerk	40—2—50	1	47 8 0								
Copyist and Despatcher	30—2—40	1	37 8 0								
Probationer ...	30	1	30 0 0								
Typist ...	40—2—50	1	47 8 0	45—1—70	1	61 10 8	61 10 8	50—1—100	1	75 0 0
Total ...		12	875 2 8		12		976 9 4		12		1,210 5 4

Branch Shipping Office, Kilderpore.

Designation	PRESENT SALARY			PROPOSED SALARY			SCALE PROPOSED BY RAI M. C. MITTER RAHAUER					
	Pay	No.	Average	Pay	No.	Average	Total	Pay	No.	Average	Total	
1	2	3	4	5	6	7	8	9	10	11	12	13
Superintendent	Rs. 175—10—275	1	241 10 5	241 10 5	Rs. 175—10—275	1	241 10 8	241 10 8	Rs. 175—10—275	1	241 10 8	241 10 8
Head Clerk and Accountant.	100—5—120	1	116 0 0	116 0 0	100—5—120	1	116 0 0	116 0 0	100—5—120	1	116 0 0	116 0 0
Senior Shipping Clerk	60—4—80	1	75 0 0	75 0 0								
Head Certificate Clerk	60—4—80	1	75 0 0	75 0 0								
Junior Shipping Clerk	50—2—60	1	57 5 0	57 5 0								
2nd Certificate Clerk...	50—2—60	1	57 8 0	57 8 0	40—40—45 —2—85	7	61 0 0	427 0 0	40—45—50—3 —80—3—110	7	72 10 8	508 10 8
Record or Banknote Clerk.	50—2—60	1	57 5 0	57 8 0								
Measuring Clerk	40—2—50	1	47 8 0	47 8 0								
Probationer	30	1	...	30 0 0								
Copyist.	40—2—50	3	47 8 0	142 8 0	40—2—50	3	47 8 0	142 8 0	40—2—50	3	47 8 0	142 8 0
Ditto ...	30—2—40	3	37 8 0	112 5 0	35—1—40	3	38 12 0	116 4 0	35—1—40	3	39 12 0	119 4 0
Total		15		1,012 10 5		15		1,043 6 8		15		1,128 1 4

Leadmen's quarters.

	Rs.	Rs. A. I	Rs.	Rs. A. P	Rs. A. P.	Rs. A. P.
Accountant ...	30-1-40	36 10 8	40-40-45 -2-85	61 0 0	40-45-50-2 -70-3-100	68 0 0

Office of the Chief Presidency Magistrate, Calcutta.

	Rs.	Rs. A.	Rs. A.	Rs. A.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.			
Registrar	200—10—250	1	237 8	237 8	250—10—300	1	287 8 0	287 8 0	300—10—350	1	337 8 0	337 8 0
Interpreter	125—5—150	1	143 12	143 12								
Ditto	100—5—125	2	118 12	237 8	110—5—160 —10—200	4	164 0 0	656 0 0	100—10—250	4	187 8 0	750 0 0
Ditto	80—4—100	1	95 0	95 0								
Clerks	80—4—100	2	95 0	190 0								
Do.	60—4—80	4	75 0	300 0	100—4—140	7	126 10 8	886 10 8	100—10—150	7	137 8 0	962 8 0
Do.	75	1	75 0								
Do.	60	4	240 0								
Do.	50	11	550 0								
Do.	40	10	400 0	40—40—45 —100	35	66 0 0	2,310 0 0	35—40—50—2 —70—3—100	35	65 5 4	2,286 10 8
Do.	30	6	180 0								
Probationers	15	4	60 0								
Poddar	15	2	30 0	20—1—30	2	25 0 0	50 0 0	20—1—35	2	28 12 0	57 8 0
Total		49		2,738 12		49		4,190 2 8		49		4,394 2 8

Office of the Director of Industries.

Designation.	PELHUMI SCALE.				PROPOSED SCALE.				SCALE PROPOSED BY RAJ M. C. MULLER BARADUR			
	Pay.	No.	Average	Total	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9	10	11	12	13
UPPER DIVISION.												
Clerks ...	Rs. 120—10—350	34	223 8 0	7,590 0 0	R. 130—10—350	34	232 10 8	7,910 10 8	Rs. 130—10—350	34	232 10 8	7,910 10 8
Accountant ...	150—5—200	1	183 5 4	183 5 4	150—5—200	1	183 5 4	183 5 4	150—5—200	1	183 5 6	183 5 4
Caretaker ...	100	1	100 0 0	100	1	100 0 0	100	1	100 0 0
Stenographer ...	100—10—200	1	166 10 8	166 10 8	100—10—200	1	166 10 8	166 10 8	100—10—200	1	166 10 8	166 10 8
Ditto ...	100—5—125	1	118 12 0	118 12 0	100—5—125	1	118 12 0	118 12 0	100—5—125	1	118 12 0	118 12 0
Ditto ...	50—10—100	2	87 8 0	175 0 0	50—10—100	2	87 8 0	175 0 0	50—10—100	2	87 8 0	175 0 0
LOWER DIVISION.												
Clerks ...	40—3—70	17	60 0 0	1,020 0 0	} 45—45—50—3 —110—5—120	78	77 8 0	6,045 0 0	45—50—60—4 —140—5—150	78	90 8 0	7,059 0 0
Do. ...	70—3—100	34	90 0 0	3,060 0 0								
Do. ...	100—3—115	17	111 4 0	1,891 4 0								
Probationers ...	30	10	300 0 0								
Dufftries ...	25— $\frac{1}{2}$ —30	4	28 5 4	113 5 4	25— $\frac{1}{2}$ —30	4	28 5 4	113 5 4	25— $\frac{1}{2}$ —30	4	28 5 4	113 5 4
Total ...		122		14,729 5 4		122		14,812 12 0		122		15,826 12 0

Bengal Veterinary College, Calcutta.

	Rs	Rs. A. P.	R. A. P.	Rs.	Rs. A. I.	R. A. P.	Rs.	Rs. A. I.	R. A. P.	Rs.	Rs. A. P.	R. A. P.
Head Clerk ...	80-5-130	1	113 5 4	113 5 4	110-5-160	1	143 5 4	125-10-175	1	162 8 0	
Accountant ...	70-5-120	1	103 5 4	103 5 4	100-4-140	2	125 10 8	110-6-170	2	150 0 0	300 0 0	
Manager of Hostels ...	70-5-120	1	103 5 4	103 5 4								
Clerk ...	60-4-80	1	75 0 0	75 0 0	45-45-50 -3-110-5 -120	5	77 5 0	45-45-50 -3-110-5 -120	5	77 8 0	387 8 0	
Do. ...	40-4-60	1	55 0 0	55 0 0								
Assistant Accountant	30-4-50	1	45 0 0	45 0 0								
Assistant Manager of Hostels.	55-3-50	1	46 4 0	46 4 0								
Record-keeper ...	25-3-40	1	36 4 0	36 4 0	45-5-70	1	61 10 8	50-5-100	1	75 0 0	
Typist ...	25-3-40	1	36 4 0	36 4 0								
Artist Photographer	75-5-150	1	118 12 0	118 12 0	75-5-175	1	125 0 0	100-5-175	1	143 12 0	
Gymnastic Instructor	40-5-60	1	53 5 4	53 5 4	40-4-80	1	65 10 8	40-4-80	1	66 10 8	
Riding Master ...	20-5-25	1	23 5 4	23 5 4	30-1-40	3	35 10 8	30-1-50	3	40 0 0	120 0 0	
Stable Overseer ...	30	1	30 0 0								
Ditto ...	25	1	25 0 0								
Ambulance coachman	15-1-20	1	18 12 0	18 12 0	25	1	25-1-45	1	35 0 0	
Laboratory servant ...	20-4-40	1	35 0 0	35 0 0	20-2-50	1	37 8 0	30-5-55	1	48 12 0	
Ditto ...	15-1-20	1	18 12 0	18 12 0	20-1-30	3	26 10 8	25-1-45	3	35 0 0	105 0 0	
Carpenter ...	20-1-25	1	23 12 0	23 12 0								
Ditto ...	16-1-20	1	19 3 2	19 3 2	35-1-50	3	43 12 0	40-2-60	3	53 5 4	160 0 0	
Shoeing smiths ...	30-1-35	2	33 12 0	67 8 0								
Blacksmith ...	30-1-35	1	33 12 0	33 12 0								
Total ...		22		1,080 13 10		22			22		1,604 2 8	

Custom House, Calcutta, Collector's Establishment.

Designation.	PRESENT SCALE.				PREVIOUS SCALE.				SCALE PROPOSED BY RAJ M. C. MITTAL BAHADUR			
	Pay.	No.	Average.	Indl.	Pay.	No.	Average.	Total	Pay.	No.	Average.	Total
1	2	3	4		6	7	8	9	10	11	12	13
UPPER DIVISION.												
Cashier ...	Rs. 350—10—450	1	416 10 8	Rs. A. P. 416 10 8	Rs. 450—10—500	1	457 8 0	Rs. A. P. 457 8 0	Rs. 450—10—500	1	487 8 0	Rs. A. P. 487 8 0
Superintendent	350—20—550	1	483 5 4	483 5 4	500—30—650	1	612 8 0	612 8 0	500—30—650	1	612 8 0	612 8 0
Ditto	350—20—450	1	425 0 0	425 0 0								
Ditto	300—20—400	1	375 0 0	375 0 0								
Ditto	325	1	...	325 0 0								
Ditto	300	1	300 0 0								
Ditto	275	1	275 0 0								
Ditto	250	1	...	250 0 0								
Ditto	250	1	250 0 0								
Clerk ...												
Do. ...	200—10—250	1	237 8 0	237 8 0	200—10—300	5	266 10 8	1,333 5 4	250—10—350	5	316 10 8	1,583 5 4
Do. ...	200	3	600 0 0								
Do. ...	150	4	...	600 0 0								
Do. ...	130	3	390 0 0								
Do. ...	110	8	...	880 0 0								
Do. ...	90	8	720 0 0								
Probationers	50	3	...	150 0 0								
					80—80—100	26	146 0 0	3,796 0 0	80—100—125	26	159 12 0	4,163 8 0
					—5—150—				—5—150—7½			
					10—200				—225			

Stenographers	...	100—10—150	2	1 47 8 0	275 0 0	100—10—200	2	166 10 8	333 5 4	100—10—200	2	166 10 8	333 5 4
Lower Division.													
Clerks	...	80	20	...	1,600 0 0								
Do.	..	70	26	1,820 0 0								
Do	...	60	36	...	2,160 0 0								
Do	...	50	42	..	2 100 0 0	45—45—50— 3—110—5— 120	203	77 8 0	15 732 8 0	45—50—60— 4—140—5— 150	203	90 8 0	18,371 8 0
Do	...	40	33	...	1,320 0 0								
Do	...	30	28	..	840 0 0								
Probationers	...	25	18	450 0 0								
Total	...		244		17,242 8 0		244		24,895 2 8		244		28,141 10 8

Chemical Examiner's Establishment.

	Rs	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.
...	90—6—120	1	112 8 0	112 8 0	125—5—150	1	143 12 0	143 12 0	125—10—175	1	158 5 4
...	60—6—90	1	82 8 0	82 8 0							
...	35—5—60	1	58 12 0	58 12 0	45 45—50— 3—110—5— 120	4	77 8 0	310 0 0	45—45—50—3 —110—5—120	4	77 8 0
...	30—4—50	2	45 0 0	90 0 0							
...	20—1—25	1	23 12 0	23 12 0	35—1—40	1	38 12 0	38 12 0	40—1—45	1	43 12 0
...		6		362 8 0		6		492 8 0		6	512 1 4

Small Cause Court, Calcutta.

Designation.	PRESENT SALARY				PROPOSED SALARY				SALARY PROPOSED BY RAI M. C. MITTAL BAHADUR.			
	Pay.	No.	Average	Total	Pay.	No.	Average	Total	Pay	No.	Average.	Total
1	2	3	4	5	6	7	8	9	10	11	12	13
Deputy Registrar ...	Rs. 250—10—100	2	287 8	575 0	Rs. 250—10—300	2	287 8 0	575 0 0	Rs. 300—20—400	2	375 0 0	750 0 0
Bench Clerk and Interpreters	Rs. 150—10—200	1	187 8	187 8	Rs. 200—10—250	1	237 8 0	237 8 0	Rs. 225—10—275	1	252 8 0
Ditto ...	Rs. 125—5—150	4	143 12	575 0								
Superintendent, Warant Department.	Rs. 100—10—150	1	137 8	137 8								
Bench Clerk and Interpreter.	Rs. 125	2	250 0								
Treasurer ...	Rs. 100	1	100 0								
Superintendent Summons Department.	Rs. 80—4—100	1	95 0	95 0	Rs. 60—4—80—100—160—220	14	129 5 4	1,810 10 8	Rs. 60—70—80—5—140—10—240	14	138 0 0	1,932 0 0
Bench Clerk and Interpreter.	Rs. 80—4—100	1	95 0	95 0								
Head Clerk ...	Rs. 80	1	80 0								
Checking Writer ...	Rs. 75	1	75 0								
Probationers ...	Rs. 15	2	30 0								

[illegible]

Land Revenue, Excise and Stamp Branches—General Cadre.

Designation.	PRESENT SCALE				PROPOSED SCALE				SCALE PROPOSED BY RAI M. C. MITTER BHADUR			
	Pay.	No.	Average	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9	10	11	12	13
UPPER DIVISION.	Rs		Rs A	Rs A.	Rs		Rs A. P	Rs A P.	Rs. A. P.		Rs. A I	Rs. A P
Superintendent, Stamp Department	300—20—400	1	375 0	375 0	350—30—500	1	462 8 0	462 8 0	400—50—600	1	560 0 0
Treasurer	175—15—250	1	231 4	231 4	225—15—300	1	281 4 0	281 4 0	225—15—300	1	281 4 0
Assistant Superintendent, Stamp Department.	200	1	200 0	225 5—20	1	243 12 0	243 12 0	225—10—275	1	262 8 0
Head Clerk and Sheristadar	125—10—175	1	162 8	162 8	150—15—225	2	206 4 0	412 8 0	150—10—250	2	216 10 8	433 5 4
Accountant	125—10—175	1	162 8	162 8								
Head Assistant, Stamp Department.	125	1	125 0	150—5—175	1	168 12 0	168 12 0	150—10—200	1	187 8 0
Assistant	100	1	100 0								
Ditto	90	1	90 0	100—5—150	3	133 5 4	400 0 0	100—5—150	3	133 5 4	400 0 0
Ditto	70—5—95	1	88 12	88 12								

Lower Division.									
Stamp vendor	...	70	1	70 0				
Assistant	...	70	1	70 0				
Ditto	...	60	2	120 0				
Ditto	...	50	4	200 0				
Ditto	...	45	11	...	495 0	40-40-45-50 3-80-4-120	54	66 0 0	3 564 0 0
Ditto	...	40	12	480 0				
Ditto	...	35	9	315 0				
Ditto	...	30	8	240 0				
Probationers	...	25	6	150 0				
Total	...		63		3,675 0		63		5 532 12 0
									6,552 9 4

Excise Branch—Special Cadre.

	Rs.	Rs. A.	Rs. A.	Rs. A.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.				
Head Clerk	...	125—10—175	1	168 5	132 8	150—15—225	1	206 4 0	206 4 0	150—10—250	1	216 10 8	216 10 8
2nd "	...	75—5—100	1	93 12	93 12	100—5—150	1	133 5 4	133 5 4	125—5—150	1	143 12 0	143 12 0
3rd "	...	50—5—70	1	66 0	66 0	75—5—100	1	93 12 0	93 12 0	80—8—120	1	110 0 0	110 0 0
Total	...		3		322 4		3		433 5 4		3		470 6 8

Research Laboratory, Dacca.

	Rs.	R _s A P.	R _s A P.	R _s A P.	R _s A P.	R _s A P.	R _s A P.	R _s A P.
Fibre Section Clerk ...	30-2-50	1	43 5 4	43 5 4				
Library Clerk ...	30-2-50	1	43 5 4	43 5 4				
Chemical Section Clerk	30-2-50	1	43 5 4	43 5 4				
Botanical Section ...	30-2-50	1	43 5 4	43 5 4				
Total ...		4		173 5 4			264 0 0	272 0 0

Deputy Director, Eastern Circle.

	Rs.	R _s A P.	R _s A P.	R _s A P.	R _s A P.	R _s A P.	R _s A P.	R _s A P.
Deputy Director of Agriculture—								
Accountant ...	75-5-125	1	108 5 4	108 5 4				
Head Clerk ...	60-4-80	1	75 0 0	75 0 0				
Clerks ...	30-2-50	2	43 5 4	86 10 8				
Superintendent, Dacca Division—								
Clerk ...	30-1-50	1	40 0 0	40 0 0				
Dacca Central Farm—								
Fieldman Clerk ...	25-1-40	1	35 0 0	35 0 0				
Superintendent Chit-tagong Division—								
Clerk ...	30-1-50	1	40 0 0	40 0 0				
Total ...		7		385 0 0			497 9 4	603 12 0

Deputy Director, Western Circle.

Designation.	PRESENT SCALE				PROPOSED SCALE				SCALE PROPOSED BY RAI M. C. MITTER RAHADUR.			
	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9	10	11	12	13
Deputy Director of Agriculture—	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Accountant ..	75—5—125	1	108 5 4	108 5 4	75—5—125	1	108 5 4	108 5 4	125—5—175	1	158 5 4	158 5 4
Head Clerk ...	60—4—80	1	75 0 0	75 0 0	75—5—100	1	93 12 0	93 12 0	100—5—125	1	118 12 0	118 12 0
Clerks ...	30—2—50	2	43 5 4	86 10 8	40—40—45 — ₂ —100	2	66 0 0	132 0 0				
Superintendent, Presidency Division—												
Clerk ...	30—1—50	1	40 0 0	40 0 0	35—35—40—2 —68— ₃ —80	1	54 8 0	54 8 0				
Superintendent, Burdwan Division—												
Clerk ...	30—1—50	1	40 0 0	40 0 0	35—35— 40—2—68 — ₃ —80	1	54 8 0	54 8 0				
Chinsura Farm—												
Clerk ...	25—1—40	1	35 0 0	35 0 0	35—35— 40—2—68 — ₃ —80	1	54 8 0	54 8 0				
Total ...		7		385 0 0		7		497 9 4		7		603 12 0

Deputy Director, Northern Circle.

Deputy Director of Agriculture—	Rs.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.
Accountant ...	75—5—125	1	108 5 4	108 5 4	75—5—125	1	108 5 4	125—5—175	1	158 5 4
Head Clerk ...	50—2—70	1	63 5 4	63 5 4	75—5—100	1	93 12 0	100—5—125	1	118 12 0
Clerks ...	30—2—50	2	43 5 4	86 10 8	40—40— 45— ³ / ₂ —100	2	66 0 0			
Superintendent, Rajshahi Division—										
Clerk ...	30—1—50	1	40 0 0	40 0 0	35—35— 40—2—68 — ³ / ₂ —80	1	54 8 0			
Rangpur Farm—										
Cattle										
Clerk ...	25—1 ¹ / ₂ —40	1	35 0 0	35 0 0	35—35— 40—2—68 — ³ / ₂ —80	1	54 8 0	35 40—50— 2—70—3 —100	6	65 5 4
Burirhat Farm—										
Fieldman Clerk ...	25—1 ¹ / ₂ —40	1	35 0 0	35 0 0	35—35— 40—2—68 — ³ / ₂ —80	1	54 8 0			
Rajshahi Farm—										
Clerk ..	25—1 ¹ / ₂ —40	1	35 0 0	35 0 0	35—35— 40—2—68 — ³ / ₂ —80	1	54 8 0			
Total ...		8		403 5 4		8			8	669 1 4

Sericulture Branch.

Designation	PRESENT SCALE				PROPOSED SCALE				SCALE PROPOSED BY RAI M C MIEFER BAHADUR.			
	Pay	No	Average	Total	Pay	No	Average	Total	Pay.	No	Average	Total
1	2	3	4	5	6	7	8	9	10	11	12	13
Superintendent of Sericulture, Bengal—	Rs		Rs A P	Rs A P	Rs		Rs A P	Rs A P	Rs.		Rs A P.	Rs A P
Accountant ...	75—5—125	1	108 5 4	108 5 4	75—5—125	1	108 5 4	108 5 4	125—5—175	1	158 5 4	158 5 4
Head Clerk ...	50	1		50 0 0	75—5—100	1	93 12 0	93 12 0	100—5—125	1	118 12 0	118 12 0
Clerk ...	30—2—50	1	43 5 4	43 5 4	10—40—45 —, —100	2	66 0 0	132 0 0	35—40—50 2—70—3—100	2	65 5 4	30 10 8
Ditto ...	30	1	30 0 0								
Rajshahi Sericulture School—												
Clerk ...	10	1	10 0 0	10	1	10 0 0	10	1	10 0 0
Total ...		5		241 10 8		5		344 1 4		5		417 12 0

Office of the Collector of Customs, Chittagong.

	Rs	A	P	Rs	A	P	Rs	A	P	Rs	A	P
Accountant	...	100-5-125	1	118 12	118 12	1	140-5-160	158 12	158 12	150-5-175	1	168 12 0
Head Clerk	...	90	1	90 0	1	110-5-135	128 12	128 12	125-5-150	1	143 12 0
Cashier	...	50-5-75	1	68 12	68 12	1	80-5-105	98 12	98 12	80-6-120	1	110 0 0
Clerks	...	50	3	...	150 0							
Ditto	...	40	2	...	80 0							
Ditto	...	35	2	...	70 0							
Ditto	...	30	1	...	240 0	19	35-35-40- 2-68-80	54 8	1,035 8	35-40-50- 2-70-100	19	1,241 5 4
Ditto	...	25	1	...	25 0							
Ditto	...	20	1	20 0							
Probationers	...	25	2	50 0							
Mechanic	...	40-2-50	1	47 8	47 8	1	50-5-75	68 12	68 12	60-5-90	1	82 0 0
Total	...		21		960 0	23		1,400 8			23	1,745 13 4

Superintendent, Royal Botanic Garden, Calcutta, and Cinchona Plantation, Bengal.

Designation	PRESENT SCALE				PROPOSED SCALE				SCALE PROPOSED BY RAI M C MITTER PARADDER			
	Pay	No	Average	Total	Pay	No	Average	Total	Pay	No	Average	Total
1	2	3	4	5	6	7	8	9	10	11	12	13
Head Clerk	Rs 120—12—180	1	Rs 165 0 0	165 0 0	Rs 150—15—225	1	206 4 0	206 4 0	200—10—250	1	237 8 0
Clerk	Rs 90—4—100	1	95 0 0	95 0 0	115 5—140	1	133 12 0	133 12 0	125—5—150	1	143 12 0
Ditto	60—4 80	1	70 0 0	75 0 0	90—4—110	1	105 0 0	105 0 0	100—5—125	1	118 12 0
Ditto	50—2—60	1	57 5 0	57 5 0								
Ditto	40—2—50	2	47 8 0	95 0 0								
Ditto	30—2—40	3	37 8 0	112 5 0	40—4—15—100	9	66 0 0	594 0 0	40—45—50 3—80—3—110	9	72 10 8	654 0 0
Ditto	25—1—10	3	28 12 0	86 4 0								
Shorthand Typist	40—4—120	1	106 10 8	106 10 8	50 5—17	1	129 1 4	129 1 4	80—5—175	1	129 1 4
Sicars	15 1 2	2		30 0 0	20—1—25	2	28 5 4	46 10 8	25—1—30	2	28 5 4	56 10 8
Godown Sicars	25 1	1	20 0 0	25—1—30	1	28 5 4	28 5 4	30—1—45	1	40 0 0

Herbarium Assistants	20-2-50	2	37 8 0	75 0 0	20-2-50	2	37 8 0	75 0 0	40-2-60	1	213 5 4
Artist ...	30-1-40	2	36 10 8	73 5 4	35-2-55	1	18 5 4	96 10 8			
Ditto ...	15-1-25	1	21 10 8	21 10 8	25-1-35	1	31 10 8	31 10 8			
Printer ...	12-1-20	1	17 9 7	17 9 7	15-3-30	1	25 0 0	25 0 0	25-1-45	3	105 0 0
Book-repairer	25	1	...	25 0 0	30	1	30 0 0	30 0 0			
Store-keeper	20-1-35	1	28 12 0	25 12 0	25-1-45	2	35 0 0	70 0 0	40-1-60	2	100 0 0
Time-keeper	20-1-35	1	28 12 0	28 12 0							
Total		25		1 118 0 3		25		1,571 6 8		25	1,798 1 4

Lloyd Botanic Garden, Darjeeling.

	Rs.	Rs. A. I.	Rs. A. I.	Rs. A.	Rs. A.	Rs. A. I.
Clerk ...	30-2-50	1	43 5 4	43 5 4	54 8	35-40-50-2-70-3-100
						65 5 4

Quinine Factory at Mungpoo.

	Rs.	Rs. A. I.	Rs. A. I.	Rs. A. P.	Rs. A. P.	Rs. A. P.
Clerk ...	40	1	...	54 8 0	54 8 0	35-40-50-2-70-3-100
Sub-Overseer	35-2-55	1	48 5 4	48 5 4	48 5 4	50 -75
Total		2	88 5 4	102 13 4	102 13 4	66 10 8
						132 0 0

Office of the Administrator-General and Official Trustee.

Designation	PRESENT SCALE				PROPOSED SCALE				SCALE PROPOSED BY RAI M. C. MITTAR BHADUR.			
	Pay.	No.	Average	Total	Pay.	No.	Average	Total	Pay.	No.	Average	Total
1	2	3	4	5	6	7	8	9	10	11	12	13
Superintendent	Rs. 200—20—300	2	Rs. A. 275 0	Rs. A. 550 0	Rs. 250—20—350	3	Rs. A. P. 325 0 0	Rs. A. P. 975 0 0	Rs. 250—20—350	3	Rs. A. P. 325 0 0	Rs. A. P. 975 0 0
Head Clerk and Accountant.	275	1	275 0	175—10—225	4	212 8 0	850 0 0	175—10—225	4	212 8 0	850 0 0
Assistant Superintendents.	150—10—200	2	187 8	375 0								
Clerk	100—10—150	3	137 5	412 8	110—10—160	9	147 8 0	1,327 8 0	125—5—175	9	158 5 4	1,425 0 0
Ditto	75—5—100	6	93 12	562 8								
Ditto	55	1	85 0								
Ditto	83	1	93 0	40—10—45 — —70— —100	69	95 0 0	4,486 0 0	45—50—60— — —140—5— —150	69	90 8 0	6,244 8 0
Ditto	80	4	320 0								
Ditto	50—0—75	8	68 12	540 0								
Ditto	70	3	210 0								
Ditto	65	1	65 0								
Ditto	40	3	120 0								

Ditto	35—3—50	13	46	4	501	4	85	7,699	2	8	9,494	8	0
Ditto	27—2—35	14	32	8	455	0	85						
Ditto	15—2—25	9	22	8	202	8							
Ditto	25	1		25	0							
Ditto	22	1		22	0							
Ditto	20	1		20	0							
Total	...		74			4,33	12							
TEMPORARY.														
Clerk	100	1		100	0							
Ditto	75	1		75	0							
Ditto	70	1		70	0							
Ditto	35	5		175	0							
Ditto	30	2		60	0							
Shorthand Typist	...	50	1		50	0							
Total	...		11			530	0							
GRAND TOTAL	...		85			5,463	12							

Imperial Serologist and Chemical Examiner to Government of India.

Designation	PUNJAB SCALE				PROVIDENT SCALE				CALCUTTA SCALE BY RAILWAY & MILLER BAHADUR			
	Pay	N	Allow	Int'l	Pay	N	Allow	Total	Pay	No	Average	Total
1	2	1	4	5	6	7	8	9	10	11	12	13
Head Clerk	Rs 40-2-60	1	33 3 4	33 3 4	Rs 41-40-45-8	2	61	122	Rs 40-100	2	75	150
Second Clerk	40-2-60	1	33 5 4	33 3 4								
Total		2		10 10 5		2		122		2		150

Office of the Registrar of Calcutta.

	Rs	l	Rs	l	Rs	l	Rs	l	Rs	l	Rs	l	Rs	l	Rs	l			
Head Clerk	...	100—4—120	1	110	110	105—10—175	1	162	8	0	162	8	0	125—10—175	1	162	8	0	
Clerk	...	70	1	1	70	90—4	110	1	105	0	0	105	0	0	100—4—120	1	115	0	0
Ditto	...	50	1	1	100														
Ditto	...	45	2	1	90				61	0	0	793	0	0	40—45—50—2 —70—3—100	13	68	0	0
Ditto	...	40	4	1	160														
Ditto	...	30	5	1	150														
Copists	...	30	8	1	240				41	10	8	343	5	4	40—1—50	5	46	10	8
Total			23		930			23								20			1,394 13 4

Medical Institutions, Calcutta.

Medical College.

	Rs	Rs A	Rs A	Rs	Rs A I	Rs A P	Rs	Rs A. P	Rs, A P
Head Clerk	1,5—5—100	1	143 12	143 12	150—5—175	1	168 12 0	175—10—225	212 8 0
Clerk	80—4—100	1	95 0	95 0	100—5—125	1	118 12 0	125—5—150	143 12 0
Ditto	70	1		70 0					
Ditto	60	1		60 0					
Ditto	50	1		50 0	40—40—45—100	5	66 0 0	40—40—45—100 —3—80—4—120	346 10 8
Ditto	40	1		40 0					
Assistant Librarian	40—2—50	1	47 8	47 8					
Librarian	80—4—100	1	95 0	95 0	100—5—125	1	118 12 0	125—5—150	143 12 0
Typist	40	1		40 0	45—70	1	61 10 8	45—100	70 10 8
Collecting Saker	25	1		25 0	25—1—100	1	30 0 0	30—1—100	40 0 0
Total		10		666 4		10	827 14 0		997 5 4

Medical College Hospital and Prince of Wales Hospital.

Designation	PRESENT SCALE.				PROPOSED SCALE.				SCALE PROPOSED BY RAI M. C. MILLER, RAHADUR.			
	Pay.	No.	Average.	Total	Pay.	No.	Average.	Total	Pay.	No.	Average	Total
1	2	3	4	5	6	7	8	9	10	11	12	13
Head Clerk	Rs. 70—4—50	1	Rs. A. 55 0	Rs. 100—4—120	1	115 0 0	Rs. A. P. 115 0 0	Rs. 100—10—150	1	Rs. A. P. 117 8	Rs. A. P. 137 8 0
Clerk	40—4—60	1	55 8	55 0	40—40—45— 2—85	3	61 0 0	183 0 0	40—45—50 —3—80—3—110	3	72 10 8	218 0 0
Ditto	30—2—40	1	37 8	37 8		4	43 12 0	175 0 0		5	50 0 0	250 0 0
Store-keeper	40	1	40 0		9		510 8 0		9		605 8 0
Diet Clerks	25— —30	4	28 12	115 0	40—1—45							
Supervisor	30—2—40	1	37 8	37 8	30—2—40	1	37 8 0	37 8 0				
Total		9		370 0								

Chemical Examiner to Government.

	Rs.		Rs. A.	Rs. A.		Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.		
Head Clerk ...	80—5—120	1	108 0	108 0	100—5—150	1	133 5 4	133 5 4	125—5—175	1	158 5 4
Clerk ...	60—4—80	1	75 0	75 0	40—40—44 —3—110	3	70 5 4	211 0 0	40—45—50—3 —80—3—110	3	72 10 8	218 0 0
Ditto ...	40—4—60	1	55 0	55 0		4			341 5 4	1		976 5 4
Ditto ...	30—2—40	1	37 8	37 8								
Total		4		275 8								

Campbell Medical School.

	Rs	Rs A	Rs A	Rs A	Rs	Rs A	Rs A	Rs A	Rs	Rs A	Rs A
Head Clerk	70-3-100	1	90 0 0	90 0 0	85-4-125	1	111 10 8	111 10 8	100-10-150	1	137 8 0
Clerk	60-1-70	1	66 10 8	66 10 8							
Ditto	50-1-60	1	56 10 8	56 10 8							
Ditto	30-1-40	1	36 10 8	36 10 8	40-10-45-2-85	4	61 0 0	244 0 0	40-45-50-3 80-3-110	4	290 10 8
Labarian	30-1-40	1	36 10 8	36 10 8							
Collecting Sarkar	30	1	30 0 0	30-1-40	1	35 0 0	35 0 0	40-1-60	1	50 0 0
Total		6		316 10 8		6		390 10 8		6	478 2 8

Campbell Hospital.

	Rs	Rs A	Rs A	Rs A	Rs	Rs A	Rs A	Rs A	Rs	Rs A	Rs A
Accountant	70-3-100	1	90 0 0	90 0 0	80-4-120	1	106 10 8	106 10 8	100-10-150	1	137 8 0
Head Clerk	55-1-65	1	61 10 8	61 10 8	70-2 90	1	83 5 4	83 5 4	75- -100	1	91 10 8
Clerk	40-1-50	1	46 10 8	46 10 8							
Ditto	30-1-40	1	36 10 8	36 10 8	40-40-45- -65	2	51 10 8	103 5 4	55-2-76	2	136 10 8
Diet Sarkar	20-1-30	1	26 10 8	26 10 8							
Ditto	15-1-20	2	18 12 0	37 8 0	25-1-15	3	30 0 0	90 0 0	30-1-40	3	105 0 0
Total		7		299 2 8		7		353 5 4		7	440 13 4

Presidency General Hospital.

	Rs	Rs A	Rs A	Rs A	Rs	Rs A	Rs A	Rs A	Rs	Rs A	Rs A
Head Clerk	45-5-85	1	73 0 0	73 0 0	70-5-120	1	103 5 4	103 5 4	75-5-125	1	108 5 4
Clerks	30-1-40	2	36 10 8	73 5 4	40-10-45- -65	2	51 10 8	103 5 4	55-2-75	2	136 10 8
Diet Clerk	30	1	30 0 0							
Store-keeper	30	1	30 0 0	40-1 15	2	43 12 0	87 8 0	45-1-50	2	97 8 0
Total		5		206 5 4		5		294 2 8		5	442 5 0

Voluntary Venereal Hospital.

Designation	PRESENT SCALE			PROPOSED SCALE			SCALES PROPOSED BY RAI M C MULLER BAHADUR		
	PAY	No	Average	Total	PAY.	No	Average	Total	Total.
I	2	3	4	5	6	7	8	9	13
Clerk ...	Rs 40-2-60	1	Rs 4 1	53 5 4	Rs 10-10-45- 7-65	1	Rs 4 1	51 10 8	Rs 4 1
								51 10 8	68 0 0

Sambhu Nath Pandit Hospital.

Designation	PRESENT SCALE			PROPOSED SCALE			SCALES PROPOSED BY RAI M C MULLER BAHADUR		
	PAY	No	Average	Total	PAY.	No	Average	Total	Total.
I	2	3	4	5	6	7	8	9	13
Clerk ...	Rs 30-1-1	1	Rs 3 0 0	30 0 0	Rs 40-10-45- 3-65	1	Rs 4 1	51 10 8	Rs 4 1
								51 10 8	68 0 0

Office of the Superintendent, Census Operations.

Designation	PRESENT SCALE			PROPOSED SCALE			SCALES PROPOSED BY RAI M C MULLER BAHADUR		
	PAY	No	Average	Total	PAY.	No	Average	Total	Total.
I	2	3	4	5	6	7	8	9	13
Head Clerk	Rs 80 + 40 as P A	1	Rs ...	120	Rs 120-1-120	1	Rs 111 10 8	121 10 8	Rs 158 5 4
Clerk ...	Rs 35	1	Rs ...	35	Rs 40-40-45- 2-85	1	Rs 61 0 0	61 0 0	Rs 68 0 0
Total		2		155		2		212 10 8	226 5 4

Office of the Coroner of Calcutta.

	Rs	Rs. A	Rs. A. P	Rs	Rs	Rs.	Rs	Rs. A
Clerk and Interpreter	60—4—100	1	86 10 8	60—3—75—4 — 15—5—140	1	100	60—4—140—5 —1,50	102 0

Albert Victor Leper Asylum.

	Rs	R. A. I	R. A. P	Rs	R.	R.	R.	R. A. I
Clerk ...	40-2-60	1	53 5 4	40-40-45- 2-85	1	61	61	7 10 8
...							40-15-50 -3-80 -110	...

Presidency Opium Godown, Calcutta.

	Rs	Rs. A	Rs. A. P	Rs	Rs	Rs	R	Rs. A	Rs. A. P
Intendant	500	1	500 0 0	600	1	600	600	...	600 0 0
Clerk ...	50—2—70	1	63 5 4	40—40—45 — —100		66	1 32	72 10 8	145 5 1
Ditto ...	31—2—50	1	43 5 4						
Total		8	606 10 5		3				745 5 4

Office of the Committee of Legal Education.

Designation	PRESENT STAFF			PROPOSED STAFF			SCOTT REPORTED BY RAJ M. C. MULLER BARABDER		
	Pos.	No.	Age	Letu	Pos.	No.	Age	Letu	Total
1	2	3	4	5	6	7	8	9	10
	Rs.		Rs.	Rs.	Rs.		Rs.	Rs.	Rs.
Clerk (non-responsible appointment)	100	1	100	125-5-10	1	143 12 0	143 12 0	155
					125-8-165	1	155 0 0	155 0 0	155

Establishment of the Public Prosecutor at the Police Court, Calcutta.

Designation	PRESENT STAFF			PROPOSED STAFF			SCOTT REPORTED BY RAJ M. C. MULLER BARABDER		
	Pos.	No.	Age	Letu	Pos.	No.	Age	Letu	Total
1	2	3	4	5	6	7	8	9	10
	Rs.		Rs.	Rs.	Rs.		Rs.	Rs.	Rs.
Clerk ...	75	1	...	75	90-4-110	1	105 0 0	105 0 0	122 8 0
Ditto ...	40	2	...	80	40-40-45	4	51 10 8	206 10 8	273 5 4
Ditto .	30	1	...	30	-2-65				
Clerk-ty post	40	1	...	40					
Total ..		5		225		5		311 10 8	395 13 4

Office of the Indian Law Reporters, Calcutta Series.

Designation	PRESENT STAFF			PROPOSED STAFF			SCOTT REPORTED BY RAJ M. C. MULLER BARABDER		
	Pos.	No.	Age	Letu	Pos.	No.	Age	Letu	Total
1	2	3	4	5	6	7	8	9	10
	Rs.		Rs.	Rs.	Rs.		Rs.	Rs.	Rs.
Clerk ...	88	1	...	88	100 0 0	1	...	100	125

Office of the Superintendent of Governor's Estates.

	Rs		Rs A I	Rs A I	Rs A I	Rs	Rs A I	Rs A I	Rs A I	Rs A I
Park Superintendent	150	1	150 0 0	200	1	200 0 0	200—222	1 215 12 0
Head Clerk and Accountant.	70—6—100	1	92 8 0	92 8 0	100—10—150	1	137 8 0	137 8 0	110—10—160	1 147 8 0
Clerks ...	40—2—50	3	47 8 0	142 8 0						
Ditto ..	40	1	40 0 0						
Accounts Clerk	50	1	50 0 0	45—45—50— 3—62—2— 100	6	67 14 8	407 8 0		
Store-keeper	50—2—60	1	57 8 0	57 8 0					45—41—50— —0—3—110	7 227 5 1
Park Clerk	35	1	35 0 0	40—1—64	1	50 6 5	50 6 5		
Draftsman and Estimator	50—2—60	1	57 8 0	57 8 0	30—1—100	1	75 0 0	75 0 0	70—5—120	1 103 5 4
Total		10		625 0 0		10		570 6 5		996 14 8

Office of the Superintendent, Political Pensions, Allpore.

	Rs		Rs	Rs	Rs	Rs A I	Rs A I	Rs A P.
Head Assistant	125	1	125	150—5—200	1	183 5 4	183 5 4
Munshi	50	1		50				
Clerk	30	1	30	35—35—40— 2—18—1— 80	2	65 5 4	140 10 5
Total		3		205		3	292 5 4	314 0 0

Offices Subordinate to the Public Works Department.

Superintending Engineer, South-Western Circle.

Designation.	PRESENT SCALE.				PROPOSED SCALE.				SCALE PROPOSED BY RAI M. C. MITTER BAHADUR.			
	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9	10	11	12	13
Head Assistant	Rs. 150—16—240	1	Rs. 220	Rs. 220	Rs. 200—20—300	1	Rs. A. 275 0	Rs. A. 275 0	Rs. 250—25—325	1	Rs. A. P.	Rs. A. P. 313 12 0
Correspondence Assistant.	80—4—100	1	95	95	125—5—150	1	143 12	143 12	130—6—160	1	152 8 0
Ditto	65—4—85	5	80	400	90—5—120	5	112 0	560 0	110—4—130	5	125 0 0	625 0 0
Ditto	55	2	110								
Ditto	50	2	100								
Ditto	45	4	180								
Ditto	40	4	160								
Ditto	35	3	105	40—40—45 —2—85	21	61 0	1,281 0	40—45—50 —3—80— 3—110	21	72 10 8	1,526 0 0
Ditto	30	3	90								
Probationer	20	2	40								
Ditto	10	1	10								
Total		28		1,510		28		2,259 12		28		2,617 4 0
Typists	Rs. 30—2—50	5	Rs. A. P. 43 5 4	Rs. A. P. 216 10 8	Rs. 45—5—70	5	Rs. A. P. 61 10 8	Rs. A. P. 308 5 4	Rs. 45—5—100	5	Rs. A. P. 70 10 8	Rs. A. P. 353 5 4

Estimator	Rs.	Rs. A.	Rs. A.	Rs.	Rs. A.	Rs. A.	Rs. A.	Rs. A.	Rs. A.
...	100—4—120	1	115 0	200—10—250	1	237 8	237 8	237 8	237 8
Ditto	75—5—100	1	93 12	60—5—150— 10—200	5	123 0	615 0	123 0	615 0
Ditto	50—4—70	4	65 0						
Total	...	6			6		852 8		852 8

Draftsman	Rs.	Rs. A.	Rs. A.	Rs.	Rs. A.	Rs. A.	Rs. A.	Rs. A.	Rs. A.
...	75—5—100	1	93 12	50—5—165	4	101 12	407 0	101 12	407 0
Ditto	50—4—70	3	65 0						
Ditto (Tracer ?)	25—2—35	2	32 8	40—2—50	2	47 8	95 0	47 8	95 0
Total	...	6			6		502 0		502 0

Unpassed Accounts Clerk.	Rs.	Rs. A.	Rs. A.	Rs.	Rs. A.	Rs. A.	Rs. A.	Rs. A.	Rs. A.
...	50—2—60	1	57 3	40—40—45— 5—85	12	61 0	732 0	72 10 8	872 0
Ditto	55	1						
Ditto	50	1						
Ditto	45	2						
Ditto	40	2						
Ditto	35	2						
Ditto	30	3						
Total	...	12					492 8		

Executive Engineer, Circular and Eastern Canals Division.

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Designation	PRESENT SCALE				PROPOSED SCALE				SCALE PROPOSED BY RAJ M C MILLER BAHADUR			
	Pay	No	Average	Total	Pay	No	Average	Total	Pay	No	Average	Total
1	2	3	4	5	6	7	8	9	10	11	12	13
Subdivisional Clerk ...	Rs 30	1	30 0	Rs 35-35-40-2-68-1-80	1	54 8	54 8	Rs 35-40-50-2-70-3-100	1	65 5 1
NAVIGATION DEPARTMENT												
Clerk ...	55-4-75	1	70 0	70 0	80-4-100	1	95 0	95 0	100-4-120	1	115 0 0
Ditto ...	40-2-50	1	47 5	47 8								
Accounts Clerk ...	50-2-60	1	57 5	57 8								
Ditto ...	30	1	...	30 0								
Toll Darogas ...	25-4-45	4	40 0	160 0								
Statistical Clerk ...	10-2-50	1	47 5	47 5	35-35-40-2-68-1-80	20	54 8	1,090 0	35-40-50-2-70-3-100	20	65 5 4	1,306 10 8
Ditto ...	20-2-30	3	27 8	82 8								
Senior Clerks ...	25-3-40	4	36 1	145 0								
Lock Clerk ...	25-2-35	2	32 8	65 6								
Junior Clerk ...	20-2-30	3	27 8	82 8								
Ticket Checker ...	20-1-25	1	23 12	95 0	30-1-40-1-15	4	36 4	145 0	30-1-50	4	40 0 0	160 0 0
Kutnaavis ...	20	4	...	80 0								
Ditto ...	18	1	18 0	25-1-30	5	28 12	143 12	30-1-35	5	33 12 0	168 12 0
Total ...		31		1,010 8		31		1,528 4		31		1,815 12 0

Executive Engineer, Northern Drainage and Embankment Division.

	Rs.	Rs. A.	Rs. A.	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.
Subdivisional Clerk ...	35-4-55	1	50 0						
Ditto	30	3						
Statistical Clerk ...	30	1	35-35-40- 2-68--80	12	51 8 0	054 0 0	35-40-50-2 --70-3-100	12
Navigation Clerk ...	25-2-35	1	32 8						
Toll Collectors	30-4-50	2	45 0						
Assistant Collector.	25-2-35	4	32 8						
Kutnavis	20	1	25-1-30	1	98 12 0	29 12 0	30-1-35	1
Total		13			13		682 12 0		13
			442 8					33 12 0
									817 12 0

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Executive Engineer, Cossye Division.

	Rs.	Rs. A.	Rs. A.	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.
Store-keeper	35	1						
Subdivisional Clerks ...	25	3						
Ditto	20	1	35-35-40- 2-68--80	9	51 8 0	490 8 0	35-40-50-2 --70-3-100	9
Subdivisional Cashiers	45	4						
Total		9							
			210 0					65 5 4	588 0 0

Circle Officer Revenue Division, Midnapore Canals.

Designation.	PRESENT SCALE.				PROPOSED SCALE.				SCALE PROPOSED BY RAI M. C. MITTER BAHADUR.			
	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9	10	11	12	13
Clerk ...	Rs. 40	1	Rs. A. P. 40 0 0	Rs. 35-35-40-2 -68-1-80	1	Rs. A. P. 54 8 0	Rs. A. P. 54 8 0	Rs. 35-40-50-2 -70-3-100	1	Rs. A. P.	Rs. A. P. 65 5 4
Muharrir ...	35	1	35 0 0								
Ditto ...	30	1	30 0 0								
Ditto ...	25	1	25 0 0								
Ditto ...	22	1	22 0 0								
Ditto ...	20	3	60 0 0								
Ditto ...	15-1-20	2	18 5 4	36 10 8	30-1-55	23	40 6 8	929 9 4	35-1-55	23	45 0 0	1,035 0 0
Tahsildars ...	35	2	70 0 0								
Ditto ...	30	2	...	60 0 0								
Ditto ...	25	4	100 0 0								
Ditto ...	20	5	100 0 0								
Amin ...	24	1	24 0 0								
Total ...		21		602 10 8		24		984 1 4		24		1,100 5 4
GRAND TOTAL ...		134		5,307 5 4		134		8,340 2 8		134		9,518 14 8

Superintending Engineer, Presidency Circle.

	Rs.	Rs	Rs	Rs	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs. A. P.	Rs. A. P.
Head Assistant	160—16—240	1	220	220	200—20—300	1	275 0	275 0	250—25—325	1	313 12 0	313 12 0
Correspondence Clerk	80—4—100	1	95	95	125—5—150	1	143 12	143 12	130—6—150	1	152 8 0
Ditto	65—4—85	8	80	640	90—5—120	8	112 0	896 0	110—4—130	8	125 0 0	1,000 0 0
Ditto	55	3	165								
Ditto	50	3	150								
Ditto	45	6	270								
Ditto	40	4	160	40—40—45—2—85	27	61 0	1,647 0	40—45—50—3—80—3—110	27	72 10 8	1,962 0 0
Ditto	35	3	105								
Ditto	30	5	150								
Probationers	20	3	60								
Total		37		2,015		37		2,961 12		37		3,428 4 0

Designation.	PROPOSED SCALE				PROPOSED SCALE				SCALE PROPOSED BY KAI M. C. MITTER BAHADUR.			
	Pay	No	Amount	Total	Pay	No	Average.	Total.	Pay	No	Average.	Total.
1	2	3	4	5	6	7	8	9	10	11	12	13
Typists ...	Rs 30-2-50	7	Rs 43 4	Rs 303 5 1	Rs 45- -70	7	Rs 61 10 8	Rs 431 10 8	Rs 45- -100	7	Rs 70 10 8	Rs 494 10 8
Unpassed Accounts Gleis Rs.	Rs 55	2	Rs	Rs 110	Rs 10-40-45-2 -95	17	Rs 61 0 0	Rs 1,037	Rs. 40-45-50-3 -80-3-110	17	Rs 72 10 8	Rs 1,235 5 4
Ditto	50	1	200								
Ditto	45	2	90								
Ditto	40	2	80								
Ditto	35	3	105								
Ditto	30	4	120								
Total		17		705								

Executive Engineer, 1st Calcutta Division.

PRESENT SCALE.					PROPOSED SCALE.					SCALE PROPOSED BY RAI M. C. MITRA BAHADUR.				
Designation in.	Pay.	No.	Average	Total.	Pay.	No.	Average.	Total.	Pay	No.	Average.	Total.		
1	2	3	4	5	6	7	8	9	10	11	12	13		
	Rs			Rs. A. P.	Rs		Rs., A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.		
Subdivisional Clerk ...	35	1	...	35 0 0	35-35-40-2 -68-1-80	1	54 8 0	54 8 0	35-40-50-2 -70-3-100	1	...	65 5 4		

Executive Engineer, 2nd Calcutta Division.

Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
Rent Collecting Sarkar	Rs. 20	1	...	Rs. 20	Rs. 20-1-35	1	29 2 8	29 2 8	Rs. 25-1-45	1	...	35 0 0

Executive Engineer, 3rd Calcutta Division.

Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
Subdivisional Clerks	Rs. 35	2	...	Rs. 70	Rs. 35-35-40-2 -68-1-80	3	54 8 0	163 8 0	Rs. 35-40-50-2 -70-3-100	3	65 5 4	196 0 0
Ditto	30	1	..	30								
Total	...	3		100								

Executive Engineer, Electrical Division.

Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
Subdivisional Clerk ...	Rs. 40	1	...	Rs. 40	Rs. 35-35-40-2 -68-1-80	3	54 8 0	163 8 0	Rs. 35-40-50-2 -70-3-100	3	65 5 4	196 0 0
Ditto	35	1	...	35								
Store-keeper	50	1	.	50								
Blue Printer	15	2	...	30	20-1-30	2	24 2 8	48 5 4	20-1-30	2	24 2 8	48 5 4
Cash Sarkar	20	1	...	20	25-1-35	1	29 2 8	29 2 8	25-1-35	1	29 2 8	29 2 8
Total	...	6	...	175	...	6	...	241 0 0	...	6	...	273 8 0
GRAND TOTAL	...	98	...	5,079 9 4	...	98	...	7,879 5 4	...	98	...	8,688 13 4

Superintending Engineer, Central Circle.

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	Rs.		Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.
Head Assistant	160—16—240	1	220 0 0	220 0 0	200—20—300	1	275 0 0	275 0 0	250—25—325	1	...	313 12 0
Correspondence Clerk	80—4—100	1	95 0 0	95 0 0	125—5—150	1	143 12 0	143 12 0	130—6—160	1	...	152 8 0
Ditto	65—4—95	4	30 0 0	320 0 0	90—5—120	4	112 0 0	448 0 0	110—4—130	4	125 0 0	500 0 0
Ditto	55	3	...	165 0 0								
Ditto	50	3	...	150 0 0								
Ditto	45	4	...	10 0 0	40—40—45	19	61 0 0	1,159 0 0	40—45—50—3	19	72 10 8	1,380 10 4
Ditto	40	1	...	40 0 0	—2—85				—80—3—110			
Ditto	35	3	...	105 0 0								
Ditto	30	3	...	90 0 0								
Probationer	20	1	...	20 0 0
Ditto	10	1	...	10 0 0
Total		25	...	1,395 0 0	...	25	...	2,025 12 0	...	25	...	2,346 14 4
Typists	30—2—50	2	43 5 4	86 10 8	45—1—70	2	61 10 8	120 5 4	45—1—100	2	70 10 8	141 5 4
Unpassed Accounts Clerks.	55	2	...	110 0 0								
Ditto	40	2	...	80 0 0	40—40—45	7	61 0 0	427 0 0	40—45—50—3	7	72 10 8	508 10 8
Ditto	35	1	...	35 0 0	—2—85				—80—3—110			
Ditto	30	2	...	60 0 0								
Total		9	...	285 0 0	...	9	...	547 5 4	...	9	...	650 0 0

SuperIntending Engineer, Central Circle—concluded

SCA 1 PROPOSED BY RAI M C MITRA BAHADUR.										
PRESENT SALARY					PROPOSED SALARY					
Designation.	Pay	No.	Average	Total	Pay	No.	Average	Total		
1	2	3	4	5	6	7	8	9	10	
Estimator	Rs 100—4—120	1	Rs 115 0 0	115 0 0	Rs 200—10—250	1	Rs 237 8 0	237 8 0	Rs 200—10—250	1
Ditto	75—5—100	2	93 12 0	187 5 0	(1) 100—5—150—16—200	5	123 0 0	615 0 0	60—5—150—10—200	5
Ditto	50—4—70	2	65 0 0	130 0 0				...		
Probationer	35	1		35 0 0						
Total		6		107 5 0		6		852 8 0		852 8 0
Draftsman	75—5—100	1	93 12 0	93 12 0	(1) 50—5—115	6	101 12 0	610 8 0	50—5—105	6
Ditto	50—2—70	3	65 0 0	195 0 0						
Ditto	35—3—50	1	46 4 0	46 4 0						
Probationer	25	1	25 0 0	25 0 0			
Tracer	25—2—35	1	32 8 0	32 8 0	40—2—50	1	47 8 8	47 8 0	40—2—50	1
Total		7		392 8 0		7		658 0 0		658 0 0

(1) Probationer rate Rs 100
(2) Ditto " 150

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Executive Engineer, Burdwan Division.

	Rs.		Rs. A I	Rs.	Rs. A P	Rs. A I	Rs.	Rs. A I	Rs. A I
Subdivisional Clerk ...	40	1	40 0 0						
Ditto ...	35	1	35 0 0	35-35-40 -2-68-50	3	54 8 0	168 8 0	35-40-50-2 -70-3-100	65 5 4
Ditto ...	30	1	30 0 0						196 0 0
Total		3	105 0 0						

Executive Engineer, Nadia Rivers Division.

	Rs.		Rs. A I	Rs.	Rs. A I	Rs. A I	Rs.	Rs. A I	Rs. A I
Subdivisional Clerks ...	25	2	50 0 0						
Traffic Clerks (Navigation)	40	2	80 0 0						
Ditto ..	25	3	75 0 0	35-35-40-2 -68-80	10	54 8 0	54 0 0	35-40-50-2 -70-3-100	65 5 4
Toll Clerks (Navigation)	25	3	75 0 0						
Total ...		10	280 0 0		10	1045 0 0			653 5 4
GRAND TOTAL		60	3011 10 8		60	4705 1 4			5,356 11 8

Superintending Engineer, Eastern Circle.

PRESENT SCALE				PROPOSED SCALE				SUGGESTED BY RAI M. C. MILLERA BAHADUR				
Designation	Pay	No	Average	Total	Pay	No	Average	Total	Pay	No	Average	Total
1	2	3	4	5	6	7	8	9	10	11	12	13
Head Assistant	Rs. 160—16—240	1	220 0 0	220 0 0	Rs. 200—20—300	1	275 0 0	275 0 0	Rs. 250—25—325	1	...	313 12 0
Correspondence Clerk	100—4—120	1	115 0 0	115 0 0	125—5—150	3	143 12 0	431 4 0	130—6—160	3	152 8 0	457 8 0
Ditto	80—4—100	2	95 0 0	190 0 0								
Ditto	55—6—85	3	77 8 0	232 8 0	90—5—120	5	112 0 0	560 0 0	110—4—130	5	125 0 0	625 0 0
Ditto	50	7	...	350 0 0								
Ditto	45	5	...	225 0 0								
Ditto	40	7	...	280 0 0	40—10—45—2—55	27	61 0 0	1,647 0 0	40—45—50—3—80—3—110	27	72 10 8	1,962 0 0
Ditto	35	4	...	140 0 0								
Ditto	30	4	...	120 0 0								
Probationers	10	2	...	20 0 0								
Total		36		1,892 8 0		36		2,913 4 0		36		3,358 4 0
Typists	30—2—50	5	43 5 4	216 10 8	15— — 70	5	61 10 8	308 5 4	45— — 100	2	70 10 8	141 5 4
Unpassed Accounts Clerks	50	2	...	100 0 0								
Ditto	45	2	...	90 0 0								
Ditto	40	3	...	120 0 0								
Ditto	30—2—40	1	37 8 0	37 8 0	40—40—45—2—55	11	61 0 0	671 0 0	40—45—50—3—80—3—110	11	72 10 8	799 8 4
Ditto	35	2	...	70 0 0								
Ditto	30	1	...	30 0 0								
Total		11		447 8 0		11		671 0 0		11		799 8 4

Executive Engineer, Dacca Division.

PRESENT SCALE					PROPOSED SCALE					SCALE PROPOSED BY RAI M. C. MILLER BAHADUR				
Designation.	Pay	No.	Average	Total	Pay.	No	Average.	Total	Pay.	No.	Average.	Total.		
1	2	3	4	5	6	7	8	9	10	11	12	13		
Subdivisional Clerks ...	Rs.			Rs. A I	Rs			Rs A P	Rs.		Rs. A P.	Rs. A. P.		
	45	1	...	45 0 0	35-35-40- 2-68-1-80	5	51 8 0	272 8 0	35-40-50 2-70-3-100	5	65 5 4	326 10 8		
	35	4	...	140 0 0										
Total		5		185 0 0		5		272 8 0		5		326 10 8		

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Executive Engineer, Bakarganj Division.

Designation.	Pay.	No.	Average	Total	Pay.	No.	Average	Total	Pay.	No.	Average	Total.
Subdivisional Clerks ...	Rs.			Rs. A I.	Rs.		Rs. A P	Rs. A I.	Rs.		Rs. A P.	Rs. A P.
	35	3	...	105 0 0	35-35-40- 2-68-1-80	3	51 8 0	163 8 0	35-40-50-2 -70-3-100	3	65 5 4	196 0 0
GRAND TOTAL		84		4,340 6 8		84		6,911 13 4		84		7,450 8 4

• **Superintending Engineer, Northern Circle.**

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	Rs.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.
Head Assistant ...	160—16—240	1	220 0 0	220 0 0	200—20—300	1	275 0 0	275 0 0	...	313 12 0
Correspondence Clerks	80—4—100	2	95 0 0	190 0 0	125—5—150	2	143 12 0	287 6 0	152 8 0	305 0 0
Ditto	55—6—85	4	77 8 0	310 0 0	90—5—120	4	112 0 0	448 0 0	125 0 0	500 0 0
Ditto	50	6	..	300 0 0						
Ditto	45	4	..	180 0 0						
Ditto	40	3	..	120 0 0	40—40—45— —2—85	21	61 0 0	1,261 0 0	72 10 8	1,526 0 0
Ditto	35	3	..	105 0 0						
Ditto	30	2	..	60 0 0						
Probationers ...	10	3	..	30 0 0						
Total ...		28		1,515 0 0		28		2,291 8 0		2 641 12 0
Typists ...	30—2—50	5	43 5 4	216 14 8	45——70	5	61 10 8	306 5 4	70 10 8	353 5 4
Unpassed Accounts Clerks.	50	4	..	200 0 0						
Ditto	45	1	..	45 0 0						
Ditto	40	2	..	80 0 0	40—40—45— 2—85	9	61 0 0	541 0 0	72 10 8	651 0 0
Ditto	35	1	..	35 0 0						
Ditto	30	1	..	30 0 0						
Total ...		9		390 0 0		9		541 0 0		

Superintending Engineer, Northern Circle—*contd*

Designation	PRESENT SCALE				PROPOSED SCALE				SCALE FLOUSED BY RAI M C MITRA BHADUR			
	P ₁	No	Average	Total	P ₂	No	Average	Total	P ₃	No	Average	Total
1	2	3	4	5	6	7	8	9	10	11	12	13
Estimator	Rs		Rs A I	Rs A I	Rs		Rs A P	Rs A P	Rs		Rs A P	Rs A P
Do	100—4—120	1	115 0 0	115 0 0	200—10—250	1	237 9 0	237 8 0	200—10—250	1	...	237 8 0
Do	75—5—100	4	13 12 0	375 0 0	(a)	9	123 0 0	1,107 0 0	60—5—150—10—200	9	123 0 0	1,107 0 0
Do	50—4—70	4	65 0 0	65 0 0	60—5—150—10—200	9	123 0 0	1,107 0 0	60—5—150—10—200	9	123 0 0	1,107 0 0
Probationer	35	1	...	35 0 0								
Total	...	10		590 0 0		10		1,344 8 0		10		1,344 8 0
Draftsman	75—5—100	1	93 12 0	93 12 0								
Do	50—4—70	3	60 0 0	195 0 0	(b)	13	101 12 0	1,322 12 0	50—5—165	13	101 12 0	1,322 12 0
Do	35—3—50	8	46 4 0	370 0 0	50—5—165	13	101 12 0	1,322 12 0	50—5—165	13	101 12 0	1,322 12 0
Probationer	20	1	.	25 0 0								
Total	...	13		683 12 0		13		1,322 12 0				

(a) Probationer in the Rs. 60.
(b) Ditto " 90.

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Executive Engineer, Darjeeling Division.

Rs.			R ^c A. I	R ^c	R ^s A P	R ^s A P	R ^s	R ^s A P	R ^s A P			
Subdivisional Clerks ...	50	2	...	100 0 0	} 35-35-40- 2-68- 89 }	4	54 8 0	218 0 0	35-40-50-2 -70-3-100	4	65 5 4	261 5 4
Ditto	40	2	...	80 0 0								
Total	4			180 0 0		4		218 0 0				

Executive Engineer, Rajshahi Division.

	R _s	...	R _s , A I	R _s	Rs, A P	R _s , A P	R _s , A I	R _s , A P
Subdivisional Clerk	40	3	120 0 0	35-35-40-2 -68 -80	3 54 8 0	163 8 0	65 5 4	196 0 0

Executive Engineer, Jalpalguri Division.

	Rs		Rs	P	R _s	R _b	A	F	R ₈	A	P	R _q	R _s	A	I	R ₈	A	P			
Subdivisional clerk ...	40	4	...	160	0	0	35—35—40—2 —68—, —80	4	5	8	0	218	0	0	4	65	5	4	261	5	4

Executive Engineer, Duars Road Division.

	Rs	R ^s A I.	R ^s	R ^s A. I.	R ^s A I	R ^s	R ^s A P.	R ^s A P
Subdivisional Clerk ...	40 1 ..	40 0 0	35—35—40—2 —68—1—80	1 54 8 0	54 8 0	35—40—50—2 —70—3—100	...	65 5 4
GRAND TOTAL ..	77	3 80 5 6 0	..	77 6,462 1 4	77	77	77	7,103 5 4

Public Works Office, Chittagong Hill Tracts.

PRESENT STATE.					PROPOSED SCALE.				SCALE PROPOSED BY RAI M C MITRA BAHADUR			
Designation.	Pay.	No.	Average	Total	Pay.	No.	Average	Total.	Pay.	No.	Average	Total
1	2	3	4	5	6	7	8	9	10	11	12	13
Head Clerk and Accountant.	Rs. 60—1—80	1	73 5 4	73 5 4	Rs. 90—5—120	1	112 0 4	112 0 0	Rs. 110—4—130	1	...	125 0 0
Additional Clerk.	40—2—50	1	46 10 8	46 10 8	40—4—45—2—85	2	61 0 0	122 0 0	35—40—50—2—70—3—100.	2	65 5 4	130 10 8
Clerk ...	30	1	...	30 0 0	50—5—80	1	72 0 0	72 0 0	50—5—80	1	72 0 0	72 0 0
Draftsman	30	1	...	30 0 0	60—5—90	1	82 0 0	82 0 0	60—5—90	1	82 0 0	82 0 0
Estimator	45— —70	1	61 10 8	61 10 8	50—1—100	1	75 0 0	75 0 0
Typist	30—2—45	1	42 8 0	42 8 0	35—2—45	1	42 8 0	42 8 0
Store Muharrir	25	1	...	25	40—1—60	1	50 0 0	50 0 0	40—1—60	1	50 0 0	50 0 0
Carpenter	22	1	...	22								
Do.	18	1	...	18								
Total	...	7	...	245 0 0		8		542 2 8		8		577 2 8

OFFICE OF COMMISSIONERS OF DIVISIONS.

Upper Division.

Designation.	PRESENT SCALE.						PROPOSED SCALE.						SCALE PROPOSED BY RAI M. C. MITRA BHADUR.					
	East Bengal			West Bengal.			No.			Average			Pay.			No.		
	No.	Pay.	Cost.	No.	Pay.	Cost.	No.	Pay.	Average	Total cost.	Rs.	A. P.	Rs.	A. P.	Total cost.	No.	Average.	Total cost.
1.	2	3	4	5	6	7	8	9	10	11	12	13	14	15				
Sheristadar	3	200—10—250	Rs. A. P. 712 8 0	...	Rs.	...	Rs.	250—10—300	287 5 0	862 8 0	Rs.	...	250—20—350	325 0 0	975 0 0	3	325 0 0	975 0 0
Revenue Assistant	2	150—5—200	366 10 8	...	250—10—300	287 8 0	575 0 0	250—20—350	325 0 0	650 0 0	2	325 0 0	650 0 0
Judicial Assistant	2	150—5—200	366 10 8	...	200—10—250	237 8 0	475 0 0	20—10—250	237 8 0	475 0 0	2	237 8 0	475 0 0
Revenue Head Clerk	1	150	150 0 0
Judicial Head Clerk	1	125	125 0 0
Head Clerk	2	125	250 0 0
Second Clerk	2	75	150 0 0
Second Revenue Assistant.	1	100	100 0 0	...	100 0 0
Second Judicial Assistant.	1	100	100 0 0	...	100 0 0
Municipal Clerk	{ 1 1 }	125 80	125 0 0 80 0 0	...	175—5—200	193 12 0	581 4 0	200—10—250	237 8 0	712 8 0	3	237 8 0	712 8 0
Peshkar	1	100	100 0 0	{ 1 1 }	125 80	125 0 0 80 0 0	...	110—5—160	143 5 4	3 010 0 0	120—5—170	153 5 4	3,220 0 0	21	153 5 4	3,220 0 0
Accountant	1	75	75 0 0	1	80	80 0 0
Ward's Head Clerk	1	90	90 0 0	{ 1 1 }	125	125 0 0
Education Clerk	2	80	160 0 0	1	100	100 0 0
Land Acquisition Clerk	2	80	160 0 0
Record-keeper	1	80	80 0 0
Income-tax Clerk	1	80	80 0 0

Upper Division—concluded.

De-designation.	PRESENT SCALE					PROPOSED SCALE					SCALE PROPOSED BY RAI M C MITRA BHADUR.				
	East Bengal.		West Bengal			Pay	No.		Average.	Total cost.	Pay.	No.	Average.	Total cost	
	No.	Pay.	Cost	No.	Pay										
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
Shorthand Writer and Confidential Assistant.	1	Rs. 250	Rs. A I 250 0 0	1	100—1—150	Rs. A I 133 5 4	Rs. 125—5—175	5	Rs. A. P. 175 0 0	Rs. A P. 875 0 0	Rs. 100—5—160—8—240	5	Rs. A I 167 5 4	Rs. A P 826 10 8	
Total	17	2 315 13	19	36	2,209 10 8	4 555 8 0	36	36	6,378 12 0	6,378 12 0	36	36	6,858 10 8	6,858 10 8	
GRAND TOTAL

Lower Division.

PRESENT SCALE				PROPOSED SCALE				SCALE PROPOSED BY RAI M. C. MITRA BHADUR			
Designation	No.	Pay	Total cost	Pay	No.	Average	Total cost.	Pay.	No.	Average.	Total cost
1	2	3	4	5	6	7	8	9	10	11	12
Clerks ...	7	Rs. 70	Rs. A I 490 0 0	Rs.		Rs.	Rs. A I	Rs.		Rs. A I	Rs. A P
Do. ...	12	60	720 0 0								
Do. ...	24	50	1,200 0 0								
Do. ...	34	40	1,360 0 0								
Do. ...	1	35	35 0 0	40 -40 -45 125		66	8,250 0 0	40-45-50-3-80-4--120	125	77 5 4	9,666 10 8
Do. ...	32	30	960 0 0	-70-100							
Probationers	7	25	175 0 0								
Ditto ...	8	15	120 0 0								
Total ...	125		5 060 0 0								
Total for both divisions	161		9 615 8 0		161		14,628 12 0		161		16,525 5 4

Judicial Side—Upper Division.

Designation	PRESENT SALARY					PROPOSED SALARY					STATE PROPOSED BY RAJ M. C. MITRA BAHADUR				
	East Bengal			West Bengal		No	Pay.	Average	Total cost	Pay.	No	Average	Total		
	No.	Pay.	Total cost	No	Pay										
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
Sheristadar	5	150—10—200	937 8 0	3	150—5—200	550 0 0	21	175—10—275	241 10 8	5 075 0 0	250—15—325	21	306 4 0	6,431 4 0	
	6	125—10—175	975 0 0	5	125—5—175	791 10 8									
Nazir	5	150	750 0 0	3	150—5—200	550 0 0	21	175—5—225	208 5 4	4 375 0 0	200—5—225	21	218 12 0	4,593 12 0	
	6	125	750 0 0	5	125—5—175	791 10 8									
Translator and Head Clerk.	5	125	625 0 0	21	145—5—170	163 12 0	3 438 12 0	1 0—5—200	21	183 5 4	3,850 0 0	
	6	100	600 0 0									
Translator	5	...	500 0 0	1	
	5	...	450 0 0									
Head Clerk	1	90	90 0 0	2	
	5	80	400 0 0									
Accountant	5	80	400 0 0	1	80	80 0 0	7	80—4—140	115 0 0	1 065 0 0	100—5—150	131	133 5 4	17,466 10 8	
	6	70	400 0 0	2	70	140 0 0									
Record-keeper	5	70	350 0 0	1	80	80 0 0	6	
	6	60	360 0 0	3	70	210 0 0									
Additional Judge's Sheristadar.	6	70	420 0 0	3	60	360 0 0	8	
	25	70	1,750 0 0									
Sub-Judge's Sheristadar.	11	60	660 0 0	

* Includes posts mentioned (a) and (b) and 10 new posts on a count of the transfer of Judge's posts from the Lower to the Upper Division in West Bengal.

Judicial Side Lower Division.

Designation	List Beneficial			First Salary			Second Salary			Third Salary			Semi-Monthly Salary			Total
	No	Pay	Total cost	No	Pay	Total cost	No	Pay	Total cost	No	Pay	Total cost	No	Pay	Total cost	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Clerks ..	127	50	6,300	17	30	2,550	160	3,600								
Do		91	40	4,040	11	4,040								
Do	323	40	12,920	100	40	5,100	15	15,200								
Do. .				172	30	6,020	172	6,020								
Do.	638	50	20,940	196	30	5,880	591	26,520								
Do			215	25	6,125	215	6,125								
Probationers	138	15	2,070	107	10	1,070	245	3,110								
Total	1,256		42,550	994		30,940	280	73,220								

Executive Side—Upper Division.

Designation.	PRESENT SCALE					PROPOSED SCALE.					SCALE PROPOSED BY RAI M. C. MITRA BAHADUR				
	East Bengal.		West Bengal.			No.	Pay.	No.	P.A.	Average.	Total cost.	Pay	No.	Average.	Total.
	No.	Pay.	Rs.	Cost	No.										
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
Superintendent Sheristadar.	15	175-10-225	3,187 8 0	2	200	400 0 0	27	200-15-275	256 4 0	6,918 12 0	250-15-325	27	306 4 0	8,268 12 0	
	1	175	175 0 0	5	175	875 0 0									
Fouzdari Head Clerk or Head Assistant.	14	150	2 100 0 0	4	150	600 0 0	26	175-5-200	193 12 0	5,037 8 0	200-5-225	26	218 12 0	5,687 8 0	
	1	125	125 0 0	4	125	500 0 0									
Treasurer	3	125	375 0 0	3	100	300 0 0	5	150-5-200	183 5 4	916 10 8	150-5-200	5	183 5 4	916 10 8	
	8	100	800 0 0	7	100	700 0 0									
Accountant	3	80	240 0 0	2	80	160 0 0	20	125-5-175	158 5 4	3,166 10 8	125-5-175	20	158 5 4	3,166 10 8	
	4	125	500 0 0	3	125	75 0 0									
Revenue Head Clerk	8	100	800 0 0	6	100	600 0 0	4	80	320 0 0	1,400 0 0	
	4	80	320 0 0	2	80	160 0 0									
Second Clerk	14	100	1,400 0 0	4	80	320 0 0	
...	1	80	80 0 0	4	80	320 0 0									
Record-keeper	1	70	70 0 0	4	70	280 0 0	3	60	180 0 0	
	...	1	100	100 0 0	3	100									300 0 0
...	10	80	800 0 0	4	80	320 0 0	4	70	280 0 0	
	4	70	280 0 0	4	70	280 0 0									
...	1	60	60 0 0	1	60	
...	1	60	60 0 0									

Designation.	PRESENT SALARY						PROPOSED SALARY.						NOTIFIED BY RAI M U MIRRA BAHADUR		
	East Bengal			West Bengal			No.	Pay.	Average.	Total cost.	Pay.	No	Average	Tot al.	
	No.	Pay.	Cost.	No.	Pay.	Cost									
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
Brought forward ...		Rs	Rs. A. P.		Rs	Rs. A. P.		Rs	Rs. A. P.	Rs. A. P.	Rs		Rs A P	Rs A. P.	
Assistant Accountant	1	60	60 0 0	3	80	240 0 0									
Nizamat Head Clerk	1	70	70 0 0									
Cess Head Clerk	1	80	80 0 0	246	50—4—140	115 0 0	28,290 0 0	100—5—150	246	133 5 4	32,800 0 0	
Municipal Head Clerk	1	80	80 0 0									
Khasmahal Clerk ...	2	70	140 0 0	2	80	160 0 0									
Police Court Clerk	1	80	80 0 0									
Stenographers and Confidential Asst- aut.	{ 4 1	125—5—175 100—5—150	633 5 4 133 5 4	5	100—5 225	175 0 0	875 0 0	100—5—160 —8—240	5	165 5 4	826 10 8	
Total ...	203		20,699 2 8	153		13,630 0 0						
Total for the whole Province.	356		34,329 2 8	356		...	49,625 13 8		356		56,116 4 0	

Executive Side—Lower Division.

Designation.	PRESENT STATUS							PROPOSED STATUS				STATUS PROPOSED BY RAJ M C MILIK BAHADUR				
	East Bndal.			West Bndal.				No	Pay	Average	Total cost	Pay	No	Average	Total cost	
	No.	Pay	Total cost	No	Pay	Total cost	Total No									Total cost
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Clerks	...	61	50	3,050	56	50	2,800	117	5,550	Rs	Rs	Rs	Rs	Rs	Rs	Rs
Do.	101	45	4,545	89	45	4,005	190	5,550							
Do.	218	40	8,720	181	40	7,360	402	16,080							
Do.	293	35	10,255	191	35	6,685	454	16,940	35—40— 50—2— 70—3— 100.	54	8	1,119	191	8	35—40— 50—2— 70—3— 100.
Do.	349	30	10,470	213	30	6,390	562	16,860							
Do.	11	25	275	190	25	4,750	201	5,025							
Promotions	...	123	15	1,845	105	10	1,080	231	2,925							
Total	...	1,156	...	39,160	1,031	...	33,070	2,157	72,250							
Shorthand allowances	1	40	40	...	7	40	280	8	320	50	...	400	50	8	...	400 0 0
GRAND TOTAL	72,550	1,19,591	...	2,187	...	1,43,384 0 0

Non-clerical posts in the Land Acquisition establishment of the Collector of the 24-Parganas.

PRESENT SCALE					PROPOSED SCALE					SCALE PROPOSED BY M. C. MITTA BAHADUR				
Designation	Pay	No	Average	Total	Pay	No	Average	Total	Pay	No	Average	Total		
1	2	3	4	5	6	7	8	9	10	11	12	13		
Surveyor	Rs. 60	1	Rs ..	Rs 60	} 50-7-10	Rs	Rs A	Rs A	Rs	Rs	Rs	Rs A		
Do.	50	1	...	50		2	75 0	150 0	60-3-120	2	90-0-0	180 0		
Tracer	35	1	...	35	} 40-2-50	1	47 8	47 8	50-1-70	1	...	60 0		
Total ..		3		145		3		197 8		3			240 0	

Extra ordinary amount Rs. A 47 04 8 5 64 198 0

CVIII

Posts of excluded or Special Departments recommended for amalgamation with the District Cadre.

Collector of 24-Parganas.

Ward's Establish- ment—	Rs	Rs A	Rs A	Rs A	Rs A	Rs A	Rs A	Rs A	Rs A. P	Rs A P	
Head Clerk	45	1	...	45 0	} 35—3, 40 —2—68— —80	2	54 8	109 0	2	65 5 4	130 10 8
Clerk	30	1	...	30 0							
Total		2		75 0		2		109 0	2		130 10 8

Collector of Murshidabad.

Ward's ment—	Establish	Rs	Rs A I	Rs A I	Rs	Rs A I	Rs. A. I.	Rs A I	Rs	Rs A I
Clerk	...	45 1	35—35—40—2 —68— —80	45 0 0	2	54 8 0	109 0 0	65 5 4
Do	...	25 1		25 0 0				130 10 8
Total	...	2				70 0 0	2	119 0 0		130 10 8

Collector of Khulna.

Syedpur Trust Estab ishment—	Rs	Rs A. I	Rs A I	Rs	Rs A I	Rs. A. I.	Rs A I	Rs	Rs A I
Head Clerk	50 1	35—35—40—2 —68— —80	50 0 0	2	54 8 0	109 0 0	65 5 4
Clerk	30 1		30 0 0				130 10 8
Total	...	2			80 0 0	2	109 0 0		130 10 8

Collector of Hooghly.

Ward's ment—	Establish	Rs	Rs A P	Rs A I	Rs	Rs A P	Rs. A. I.	Rs A I	Rs	Rs A I
Clerk	...	30 1	...	30 0 0	35—35—40—2 —68— —80	1	54 8 0	54 8 0	35—40—50—2 70—3—100	65 5 4
Local Agent's Estab ishment—	...	45—1—50 1	48 12 0	48 12 0	35—35—40—2 —68— —80	1	54 8 0	54 8 0		130 10 8
Clerk	...	2				2	109 0 0			130 10 8

Collector of Dacca.

PRESENT SCALE.					PROPOSED SCALE.					SCALE PROPOSED BY RAI M. C. MITRA BAHADUR.				
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.		
1	2	3	4	5	6	7	8	9	10	11	12	13		
Ward's Establishment—	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.		
Head Clerk ...	80	1	...	80 0 0	80—4—140	1	115 0 0	115 0 0	100—5—150	1	...	133 5 4		
Clerk ...	45	1	...	45 0 0	} 35—35—40—2 68—8—80	2	54 8 0	109 0 0	35—40—50—2 —70—3—100	2	65 5 4	130 10 8		
Do. ...	40	1	...	40 0 0										
Total ...		3		165 0 0		3		224 0 0				264 0 0		
Land Acquisition Establishment—														
Head Clerk ...	60	1	...	60 0 0	80—4—140	1	115 0 0	115 0 0	100—5—150	1	...	133 5 4		
Clerk ...	40	1	...	40 0 0	} 35—35—40—2 —68—8—80	2	54 8 0	109 0 0	35—40—50—2 —70—3—100	2	65 5 4	130 10 8		
Do. ...	30	1	...	30 0 0										
Total ...		3		130 0 0		3		224 0 0				264 0 0		
GRAND TOTAL ...		6		295 0 0		6		448 0 0		6		528 0 0		

CX

Collector of Faridpur.

Designation.	Rs.	No.	Rs. A. P.	Rs. A. P.	Rs.	No.	Rs. A. P.	Rs. A. P.	Rs.	No.	Rs. A. P.	Rs. A. P.
Khas Mahal—												
Head Clerk ...	35	1	...	35 0 0	} 35—35—40—2 —68—8—80	3	54 8 0	163 8 0	35—40—50—2 —70—3—100	3	65 5 4	193 0 0
Head Muharrir ...	25	1	...	25 0 0								
Muharrir ...	20	1	...	20 0 0								
Total ...		3		80 0 0		3		163 8 0		3		196 0 0

Collector of Bakarganj.

Khas Mahal Establishment—	Rs.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs. A. P.
Head Clerk	70	1	...	70 0 0	80—4—140	1	115 0 0	115 0 0	100—5—150	1	...	133 5 4
Clerks	35	2	...	70 0 0	} 35—35—40—2 —68— $\frac{2}{3}$ —80	4	54 8 0	218 0 0	35—40—50—2 —70—3—100	4	65 5 4	261 5 4
Do.	30	2	...	60 0 0								
Total		5		200 0 0		5		333 0 0		5		394 10 8
Ward's Establishment—												
Head Clerk	100	1	...	100 0 0	} 80—4—140	2	115 0 0	230 0 0	100—5—150	2	133 5 4	266 10 8
Clerk	60	1	...	60 0 0								
Do.	35	1	...	35 0 0	} 35—35—40—2 —68— $\frac{2}{3}$ —80	2	54 8 0	100 0 0	35—40—50—2 —70—3—100	2	65 5 4	130 10 8
Do.	30	1	...	30 0 0								
Total		4		225 0 0		4		330 0 0		4		397 5 4
Colonization Establishment—												
Head Clerk	70	1	...	70 0 0	80—4—140	1	115 0 0	115 0 0	100—5—150	1	...	133 5 4
Clerk	40	1	...	40 0 0	} 35—35—40—2 —68— $\frac{2}{3}$ —80	1	54 8 0	54 8 0	35—40—50—2 —70—3—100	1	...	65 5 4
Total		2		110 0 0		2		169 8 0		2		198 10 8
GRAND TOTAL		11		535 0 0		11		841 8 0		11		990 10 8

Collector of Mymensingh.

PRESENT SCALE				PROPOSED SCALE.				SCALE PROPOSED BY RAI M. C. MITRA BHADUR.				
Designation.	Pay	No.	Average.	Total.	Pay	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9	10	11	12	13
Ward's Establishment—	Rs		Rs A P	Rs A P	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs A P.	Rs A. P.
Head Clerk	60—2 70	1	67 8 0	67 8 0	80—4—140	1	115 0 0	115 0 0	100—5—150	1	133 5 4	133 5 4
Clerk	50	1	...	50 0 0	35—35—40—2 —68—'—80	2	54 8 0	109 0 0	35—40—50—2 70—3—100	2	65 5 4	130 10 8
Do	35—1—40	1	38 12 0	38 12 0								
Total		3		156 4 0		3		224 0 0		3		264 0 0

Collector of Rajshahi.

Partition ment—	Rs	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs. A. P.	
Head Clerk	60	1	...	60 0 0	80—4—140	1	115 0 0	115 0 0	100—5—150	1	133 5 4
Clerk	40	1	...	40 0 0	35—35—40—2 —68—,—80	1	54 8 0	54 8 0	35—40—50—2 —70—3—100	1	65 5 4
Total		2		100 0 0		2		169 8 0		2	198 10 8
Khas Mahal Establish- ment—											
Muharrir	20	1	...	20 0 0	35—35—40—2 —68—,—80	1	54 8 0	54 8 0	35—35—40—2 —68—,—80	1	54 8 0
GRAND TOTAL		3		120 0 0		3		224 0 0		3	253 2 8

Collector of Pabna.

Khas Mahal Establishment—	Rs.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.
Peshkar ...	35	1	...	35 0 0	35—35—40—2 —69—0—80	1	54 8 0
							54 8 0
							35—40—50—2 —70—3—100
							65 5 4

Collector of Bogra.

Khas Mahal Establishment—	Rs.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.
Head Clerk ...	35	1	...	35 0 0	35—35—40—2 —68—2—80	2	54 8 0
Jamanavis ...	30	1	...	30 0 0			109 0 0
							109 0 0
							35—0—50—2 —70—3—100
							65 5 4
Total ...		2		65 0 0		2	130 10 8

Collector of Dinajpur.

Ward's Establishment—	Rs.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.
Head Clerk ...	60	1	...	60 0 0	80—4—140	1	115 0 0
Clerk ...	30	1	...	30 0 0	35—35—40—2 —68—2—80	1	54 8 0
							115 0 0
							35—40—50—2 —70—3—100
							133 5 4
Total ...		2		90 0 0		2	169 8 0
							198 10 8

Collector of Rangpur.

Ward's Establishment—	Rs.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.
Clerk ...	30	1	...	30 0 0	35—35—40—2 —68—2—80	1	54 8 0
							54 8 0
							35—40—50—2 —70—3—100
							65 5 4

Deputy Commissioner of Jalpaiguri.

PRESENT SALARY				PROPOSED SALARY				SCALE PROPOSED BY RAI M C MURA PARHUR			
Designation.	Pay.	No	Average	Pay	No	Average	Total.	Pay.	No.	Average	Total
1	2	3	4	5	6	7	8	9	10	11	12
Khas Mahal Establishment—	Rs		Rs A P	Rs A P	Rs		Rs A P	Rs A P	Rs		Rs A P
As-sistant Tahsildar	60	1	..	60 0 0	50—1—140	1	115 0 0	115 0 0	100—5—150	1	...
Naib Tahsildar ...	50	1	...	50 0 0							
Peshkar	50	1	...	50 0 0							
Do	45	2	...	90 0 0							
Accountant	40	1	...	40 0 0	35—40—2—100	19	54 8 0	1,035 8 0	35—40—50—2—70—3—100	19	65 5 4
Peshkar	40	1	...	40 0 0							
Muharrirs	35	3	...	105 0 0							
Accountant	35	1	...	35 0 0							
Muharrirs	30	9	..	270 0 0							
Total	..	20		740 0 0	20		1,150 8 0		20		1,374 10 8

CALC.

Collector of Comilla.

Ward's Establishment—	Rs.		Rs A P.		Rs		Rs A P		Rs A P
Head Clerk	70	1	...	70 0 0	50—1—140	1	115 0 0	115 0 0	100—5—150
Ditto	35	1	...	35 0 0	35—40—2—80	1	54 8 0	54 8 0	35—40—50—2—70—3—100
Total	...	2		105 0 0	2		169 8 0		198 10 8

Klas Mahal E-stab- lishment—	50	1	...	50	0	0	35—35—40—2 —65—, —50	2	54	8	0	109	0	0	35—40—50—2 —70—3—100	2	65	5	4	130	10	8
Head Clerk	...	1	...	50	0	0	35—35—40—2 —65—, —50	2	54	8	0	109	0	0	35—40—50—2 —70—3—100	2	65	5	4	130	10	8
Clerk	1	...	40	0	0	35—35—40—2 —65—, —50	2	54	8	0	109	0	0	35—40—50—2 —70—3—100	2	65	5	4	130	10	8
Total	...	2	...	90	0	0	35—35—40—2 —65—, —50	4	108	16	0	218	0	0	70—80—100—2 —130—3—150	4	130	10	8	268	20	16
GRAND TOTAL	...	4	...	180	0	0	70—80—100—2 —130—3—150	8	216	32	0	436	0	0	140—160—180—2 —210—3—230	8	260	20	16	536	40	32

Collector of Chittagong.

Ward's Establish- ment—	Rs.	R _s A I	R A I	R _s	R _s A I	R A I	R _s	R _s A P	R _s A P.
Head Clerk	50	...	50 0 0	$\left. \begin{array}{l} 35-35-10-2 \\ 68-50 \end{array} \right\}$	54 8 0	163 8 0	$\left. \begin{array}{l} 35-40-50-2 \\ -70-100 \end{array} \right\}$	65 5 1	198 0 0
Clerk	35	...	35 0 0						
Do.	30	...	30 0 0						
Total	3		115 0 0	3		163 8 0			
Land Acquisition Establishment—									
Head Clerk	45	...	45 0 0	$\left. \begin{array}{l} 35-35-40-2 \\ 68-50 \end{array} \right\}$	54 8 0	109 0 0	$\left. \begin{array}{l} 35-40-50-2 \\ -70-3-100 \end{array} \right\}$	65 5 4	130 10 8
Clerk	40	...	40 0 0						
Total	2		85 0 0						
GRAND TOTAL	7		200 0 0	5		272 8 0	5		326 10 8

Collector of Noakhali.

PRESENT SCALE.				PROPOSED SCALE.				SCALL PROPOSED BY RAI M (MITRA BAHADUR			
Designation.	Pay.	No	Average	Total	Rs	Rs	Average	Pay	No	Average	Total
1	2	3	4	5							
Ward's Establishment—	Rs		Rs	Rs				Rs			
Clerk ...	25	1	...	25 0 0	35—35—40—2 68— —80	1	54 8 0	54 8 0	1	65 5 4	65 5 4
Khas Mahal Establishment—											
Clerks	40	1	...	40 0 0							
Do ...	35	1	...	35 0 0	35—35—40—2 68— —80	5	54 8 0	272 0 0	5	65 5 4	326 1 8
Do ...	30	3	...	90 0 0							
Total		5		165 0 0					6		392 0 0
GRAND TOTAL		6		190 0 0				
Total for the Province		75		3 035 0 0					75		5,637 2 8

The Collecting, Survey and Miscellaneous Staff of the Khas Mahal Department.

	Rs	Rs A P.	Rs A I.	Rs	Rs A P.	Rs A I.	Rs	Rs A P.	Rs A I.	Rs	Rs A P.	Rs A I.
24 Parganas—												
Tahsildar	20—2—40	1	33 5 4									
Ditto	30	2	60 0 0									
Ditto	20—1—30	8	200 0 0	35—1—15	13	45 0 0	35—1—55	13	45 0 0	585 0 0		
Ditto	25	1	25 0 0									
Nanb	28	1	28 0 0									
Subar	15	1	15 0 0	20—1—30	1	25 0 0	20—1—30	1	25 0 0	25 0 0		
Surveyor	50	1	50 0 0	30—1—100	1	75 0 0	60—3—120	1	...	90 0 0		
Total		15	411 5 4		15			15		700 0 0		
Midnapore—(a)												
Tahsildar	10	1	10 0 0	15	1	...	15 0 0	1	...	15 0 0		
Ditto	14	1	14 0 0	20	1	...	20 0 0	1	...	20 0 0		
Ditto	6	1	6 0 0	15	1	...	15 0 0	1	...	15 0 0		
Total		3	30 0 0		3			3		50 0 0		
Faridpur—												
Amis	20	2	40 0 0									
Tahsildars	25	3	75 0 0	35—1—55	17	45 0 0	35—1—55	17	45 0 0	765 0 6		
Ditto	20	12	240 0 0									
Total		17	355 0 0		17			17		765 0 0		

(a) These men get commission in addition to pay.

PRESENT STAFF.				PROPOSED SCALE.				STAFF PROPOSED BY RAI M. C. MITRA BHADUR.				
Designation.	Pay.	No.	Average	Total.	Pay.	No.	Average.	Total.	Pay	No.	Average.	Total.
1	2	3	4	5	6	7	8	9	10	11	12	13
Barisal—	Rs		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Clerks	40	3	...	120 0 0	55—2—65	3	62 8 0	187 8 0	60—2—70	3	67 8 0	202 8 0
Do.	35	3	...	105 0 0	}	18	45 0 0	810 0 0	35—1—55	18	45 0 0	810 0 0
Do.	30	7	...	210 0 0								
Do.	25	8	...	200 0 0								
Total	...	21	...	635 0 0		21		997 8 0		21		1 012 8 0
Pabna—												
Collection Muharrirs	20	3	...	60 0 0	35—1—55	3	45 0 0	135 0 0	35—1—55	3	45 0 0	135 0 0
Total	...	3	...	60 0 0		3		135 0 0		3		135 0 0
Bogra—												
Kanungo	35	1	...	35 0 0	35—1—55	1	45 0 0	45 0 0	35—1—55	1	45 0 0	45 0 0
Total	...	1	...	35 0 0		1		45 0 0		1		45 0 0

Amin Peshkars	...	35	3	...	105 0 0	35-1-55	3	45 0 0	135 0 0	35-1-55	3	45 0 0	135 0 0
Total	...		3		105 0 0		3		135 0 0		3		135 0 0
Darjeeling—													
Amin	...	45	1	...	45 0 0					60-2-70	2	67 8 0	135 0 0
Do	...	40	1	...	40 0 0								
Do.	...	30	3	...	90 0 0	35-1-55	6	45 0 0	270 0 0	35-1-55	4	45 0 0	180 0 0
Road Inspector	...	30	1	...	30 0 0								
Total	...		6		205 0 0		6		270 0 0		6		315 0 0
Honghly—													
Tahsildar	...	35	1	...	35 0 0	35-1-55	4	45 0 0	150 0 0	35-1-55	4	45 0 0	180 0 0
Ditto	...	25	3		75 0 0								
Total	...		4		110 0 0		4		180 0 0		4		180 0 0
Howrah—(b)													
Tahsildar	...	25	1	...	25 0 0	35-1-55	1	45 0 0	45 0 0	35-1-55	1	45 0 0	45 0 0
Total	...		1		25 0 0		1		45 0 0		1		45 0 0
Nadia—													
Tahsildar	...	30	2	...	60 0 0	35-1-55	2	45 0 0	90 0 0	35-1-55	2	45 0 0	90 0 0
Total	...		2		60 0 0		2		90 0 0		2		90 0 0

(a) Temporary for one year.

PRESENT SCALE.				PROPOSED SCALE.				SCALE PROPOSED BY RAI M. C. MITRA BARADUR.				
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9	10	11	12	13
Murshidabad—	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Tahsildar	25	1	...	25 0 0	35—1—55	5	45 0 0	225 0 0	35—1—55	5	45 0 0	225 0 0
Ditto	20	4	...	80 0 0								
Total		5		105 0 0		5		225 0 0		5		225 0 0
Khulna—												
Tahsildar	35	1	...	35 0 0	35—1—55	1	45 0 0	45 0 0	35—1—55	1	45 0 0	45 0 0
Total		1		35 0 0		1		45 0 0		1		45 0 0
Dacca—												
Tahsildar	35	1	...	35 0 0	35—1—55	6	45 0 0	270 0 0	35—1—55	6	45 0 0	270 0 0
Ditto	30	5	...	150 0 0								
Total		6		185 0 0		6		270 0 0		6		270 0 0
Mymensingh—												
Tahsildars	30	3	...	90 0 0	35—1—55	3	45 0 0	135 0 0	35—1—55	3	45 0 0	135 0 0
Total		3		90 0 0		3		135 0 0		3		135 0 0
Chittagong—												
Tahsil Mubarrirs	40	10	...	400 0 0	55—2—65	10	62 8 0	625 0 0	60—2—70	10	67 8 0	675 0 0
Ditto	35	17	...	595 0 0	35—1—55	50	45 0 0	2,250 0 0	35—1—55	50	45 0 0	2,250 0 0
Ditto	30	33	...	990 0 0								
Total		60		1,985 0 0		60		2,875 0 0		60		2,925 0 0

cxiii

	R _s	R _s A	R _s A P	R _s A I	R _s	R _s A P	R _s A I	R _s A P	R _s A I
Clerk ...	30	1	...	30 0 0	35-35-40- -60	1	46 10 8	35-40-50 -2-70-3-100	1
GRAND TOTAL	9	...	387 8 0	...	9	...	553 5 4	588 0 0

Offices of Civil Surgeons and Establishments of the Dacca Medical Institution.

Civil Surgeons' Offices.

	R _s	R _s A	R _s I	R _s A. I	R _s	R _s A P.	R _s	R _s A P.	R _s A P.
Clerks ...	50-2-70	6	63 5 4	390 0 0					
Do. ...	40-2-60	9	53 5 4	440 0 0	60-4-60	75 0 0	2,100 0 0	90 0 0	2,520 0 0
Do. ...	40-2-50	13	47 8 0	617 8 0					
Do. ...	35-2-45	6	42 8 0	255 0 0					
Do. ...	30-1-35	22	33 12 0	742 8 0	35-35-40 --60	46 10 8	1,633 5 4	35	1,898 12 0
Do. ...	30	5	...	150 0 0				54 4 0	
Probationers	15	2	...	30 0 0					
Total		63		2 655 0 0	63		3 733 5 4	63	4,418 12 0

Dacca Medical School.

	Rs.	Rs. A. P.	Rs. A. P.	Rs.	R. A. P.	R. A. P.	R. A. P.
Clerk ...	40-2-60	1	53 5 4	53 5 4	60-4-80	1	75 0 0
Do. ...	30-1-40	1	36 10 8	36 10 8	35-35-40	2	46 10 8
Do. ...	30	1	...	30 0 0	— — 60		93 5 4
Total ...		3		120 0 0		3	168 5 4

Mitford Hospital, Dacca.

Designation.	PRESENT STAFF				PROPOSED STAFF				SCALE PROPOSED BY RAI M. C. MIFRA BAHADUR.			
	Pay	No	Average	Total	Pay	No	Average	Total	Pay.	No	Average	Total
1	2	3	4	5	6	7	8	9	10	11	12	13
Head Clerk and Accountant.	Rs 35-1-50	1	Rs 43 12 0	Rs 43 12 0	Rs 60-4-80	1	Rs 75 0 0	Rs 75 0 0	Rs 70-3-100	1	...	Rs 90 0 0
Diet Clerk	30-1-40	1	38 12 0	38 12 0	35-35-40- -60	1	43 10 8	46 10 8	35-40-50- -60-2-70	1	...	54 4 0
Store Clerk	20-1-30	1	26 10 8	26 10 8	30-1-45	1	38 12 0	38 12 0	55-1-50	1	...	43 12 0
Total		3		109 2 8		3		160 6 8		3		188 0 0

Clerks in the Jail Department.

Jail Depot Calcutta.

Designation.	PRESENT STAFF				PROPOSED STAFF				SCALE PROPOSED BY RAI M. C. MIFRA BAHADUR.			
	Pay	No	Average	Total	Pay	No	Average	Total	Pay.	No	Average	Total
1	2	3	4	5	6	7	8	9	10	11	12	13
Salesman	Rs 75	1	...	Rs 75 0 0	Rs 100	1	...	Rs 100 0 0	Rs 100-5-125	1	...	Rs 118 12 0
Clerk	30	1	..	30 0 0	30-30-35 -55	2	41 10 8	83 5 4	30-30-35-1 -55	2	41 10 8	83 5 4
Do.	20	1	.	20 0 0	25-35-35	1	29 2 8	29 2 8	25-35-35	1	29 2 8	29 2 8
Sarkar	15	1	.	15 0 0								
Total		4		140 0 0		4		212 8 0		4		241 4 0

Central Jails.

	Rs	Rs A. I.	Rs A. I.	Rs A. I.	Rs	Rs A. I.	Rs A. I.	Rs A. P.	Rs	Rs A. P.	Rs A. P.
Accountant	80	1	..	50 0 0	100—5—125	1	118 12 0	118 12 0	100—6—130	1	122 8 0
Do.	50—1—60	2	50 10 5	113 5 4	75— —90	3	85 0 0	255 0 0	75— —100	3	275 0 0
Assistant Accountant	50—1—60	1	50 10 8	56 10 8							
Store-keepers	30—2—50	1	43 5 4	43 5 1	45—3—75	5	65 0 0	325 0 0	50—3—80	5	350 0 0
Task-taker	30—2—50	4	43 5 4	173 5 4							
Factory Overseers	60—2—90	4	77 5 0	310 0 0	90—2—110—3—125	4	110 1 8	441 10 8	90—3—135	4	465 0 0
Draftsman	40	1	..	40 0 0	50—2—70	1	63 5 4	63 5 4	50—2—70—3—100	1	70 10 8
Total	14	14	816—10—8	1,203 12 0	14	14	1,203 12 0	1,203 12 0	14	14	1,283 2 8

Subsidiary Jails.

	Rs	Rs A. P.	Rs A. P.	Rs A. P.	Rs	Rs A. I.	Rs A. I.	Rs A. I.	Rs	Rs A. P.	Rs A. P.
Part-time Clerks	12	25	..	336 0 0	18	28	..	504 0 0	20	28	560 0 0
Full-time "	20	28	..	560 0 0	30—1—50	28	40 0 0	1,120 0 0	30—1—50	28	1,120 0 0
Total	36	36	..	896 0 0	56	56	..	1,624 0 0	56	56	1,680 0 0

Juvenile Jail—Cinchona establishment.

	Rs	Rs A. I.	Rs A. I.	Rs A. I.	Rs	Rs A. I.	Rs A. I.	Rs A. P.	Rs	Rs A. P.	Rs A. P.
Head Clerk	40—2—50	1	47 8 0	47 8 0	65—2—75	1	72 8 0	72 8 0	70—2—90	1	83 10 8
Clerk	30	1	..	30 0 0	40—40—45—65	1	51 10 8	51 10 8	40—45—50—70	1	54 0 0
Total	2	2	77 8 0	77 8 0	2	2	124 2 8	124 2 8	2	2	137 10 8

Thal Lunatic Asylum, Berhampore.

	Rs.	Rs. A. I.	Rs. A. I.	Rs.	Rs. A. I.	Rs.	Rs. A. I.	Rs. A. P.
Clerk ...	50-2-80	1	67 8 0	67 8 0	50- -100	1	75 0 0	75 0 0
Do. ...	40-2-60	1	53 5 4	53 5 4	40- -80	1	66 10 8	66 10 8
Total		2		120 13 4		2	141 10 8	141 10 8
								162 4 0

Establishment of the Political Agent, Tipperah.

	Rs.	Rs. A. I.	Rs. A. I.	Rs.	Rs. A. I.	Rs. A. P.	Rs. A. I.	Rs. A. P.
Clerk ...	75- -100	1	91 10 8	91 10 8	100-4-140	1	126 10 8	106 10 8
Do. ...	30-1-40	1	36 10 8	36 10 8	35-35-40-2	1	54 8 0	54 8 0
					-68- -80			
Total		2		128 5 4		2	161 2 8	161 2 8
								209 1 4

Special Agents for the collection of political intelligence at Ghoom and Teesta.

	Rs.	Rs. A. I.	Rs. A. I.	Rs.	Rs. A. I.	Rs. A. P.	Rs. A. I.	Rs. A. P.
Special Agent at Teesta	50-2-70	1	63 5 4	63 5 4	50-2-100	1	93 5 4	93 5 4
Special Agent at Ghoom.	50-2-70	1	63 5 4	63 5 4	80-2-100	1	93 5 4	93 5 4
Total		2		126 10 8		2	186 10 8	186 10 8
								213 5 4

Traffic Registration Establishment.

PRESENT SCALE.				PROPOSED SCALE				SCALE PROPOSED BY RAI M. C. MITRA BAHADUR.				
Designation	Pay.	No.	Average	Total	Pay.	No.	Average	Total	Pay.	No.	Average.	Total
1	2	3	4	5	6	7	8	9	10	11	12	13
Clerks in Howrah	Rs		Rs A. I.	Rs. A. I.	Rs.		Rs A. I.	Rs. A. P.	Rs.		Rs. A. P.	Rs A. P.
...	25	5	...	125 0 0								
Ditto	20	5	...	100 0 0	30— $\frac{1}{2}$ —40 —1—45	15	36 4 0	543 12 0	35— $\frac{1}{2}$ —45	15	40 0 0	600 0 0
Ditto	15	5	...	75 0 0								
Total	...	15		300 0 0								
Clerks in the 24-Parganas.	30	4	...	120 0 0					40—1—60	4	50 0 0	200 0 0
Ditto	25	7	...	175 0 0								
Ditto	20	11	...	220 0 0	30— $\frac{1}{2}$ —40 —1—45	33	36 4 0	1,196 4 0	35— $\frac{1}{2}$ —45	29	40 0 0	1,160 0 0
Ditto	15	11	...	165 0 0								
Total	...	33		680 0 0								

Clerks in Jalpaiguri ...	25 (a)1	...	25 0 0	35	1	...	35 0 0	40	1	...	40 0 0
Ditto	20 (b)1	...	20 0 0	30	1	...	30 0 0	35	1	...	35 0 0
Ditto	20	...	40 0 0	30— $\frac{1}{2}$ —40 —1—45	2	36 4 0	72 8 0	35— $\frac{1}{2}$ —45	2	40 0 0	80 0 0
Total	4		(c) 60 6 8		1		102 1 4		4		155 0 0
Clerks in Daryeling ...	50 1	...	50 0 0	75	1	...	75 0 0	80	1	...	80 0 0
Ditto	25—5—50 1	43 12 0	43 12 0	10—5—75	1	65 1 4	65 1 4	45—5—80	1	...	70 1 4
Ditto	30 1	...	30 0 0	30— $\frac{1}{2}$ —40 —1—45	6	36 4 0	217 8 0	40—1—60	1		50 0 0
Ditto	20 5	...	100 0 0					35— $\frac{1}{2}$ —45	5	40 0 0	200 0 0
Total	8		223 12 0		8		857 9 4		8		400 1 4
Clerks in Mymensingh	30 1	.	30 0 0	30— $\frac{1}{2}$ —40 —1—45	1	36 4 0	36 4 0	40—1—60	1	...	50 0 0
GRAND TOTAL	61		1,294 2 8		61		9,235 14 0		61		2,565 1 4

Est blishment of the Orphanage and Cattle Markets, Kidderpore.

Registration Offices (headquarters and headquarters Joint.)

PRESENT SCALE					PROPOSED SCALE					SCALE PROPOSED BY RAI M C MIRA BAHADUR				
Designation	Pay	No	Average	Total	Pay	No	Average	Total	Pay	No	Average	Total		
1	2	3	4	5	6	7	8	9	10	11	12	13		
	Rs.		Rs A I	Rs A I	Rs.		Rs A P	Rs A I	Rs.		Rs A I	Rs A I		
Head Clerks	50—2—60	9	57 8 0	517 8 0	60—4—90	20	75 0 0	1,875 0 0	80—4—100	25	95 0 0	2,375 0 0		
Ditto	40—2—50	16	47 8 0	760 0 0										
Record-keepers	45	9	...	405 0 0	(a) 40—	102	50 0 0	5,100 0 0	50—5—80	102	65 0 0	6,630 0 0		
Ditto	40	16	...	640 0 0										
Other clerks	40	10	...	400 0 0										
Ditto	35	25	...	875 0 0										
Ditto	30	26	...	840 0 0	(b) 30—	190	3, 0 0	6,650 0 0	35—5—45	190	40 0 0	7,600 0 0		
Clerks (joint offices)	30	14	...	420 0 0										
Muharrirs	25	69	...	1,725 0 0										
Do. (joint offices)	25	26	...	600 0 0										
Apprentices	10	95	...	950 0 0										
Total		317		8,182 8 0		317		13,625 0 0		317		16,605 0 0		

(a) Muharrirs but at Rs. 35
(b) Ditto at Rs. 30.

Registration Offices (Rural).

	Rs.	Rs. A. I.	Rs. A. I.	Rs. A. I.	Rs.	Rs. A. P.	Rs. A. P.	Rs. A. P.
Clerks	25 358	..	8,940 0 0	40 0 0	(a) 35—1—45 1356	14 320 0 0	35—1—50 358	43 12 0 15,662 8 0
Muharrirs	20 597	..	11,740 0 0	30 0 0	(b) 27—1—35 587	7,610 0 0	30—1—40 587	35 0 0 20,545 0 0
Total	945		20 690 0 0		945	31,930 0 0	945	36,207 8 0

(a) Muharrirs but at Rs. 40
(b) Ditto at Rs. 30

MENIALS.

Statement of proposition for revision of permanent menial establishment at present on standard rates of pay in A districts.

Office to which the proposition refers.	PRESENT SCALE.					PROPOSED SCALE.			PROPOSED BY RAI M. C. MITRA BAHADUR		
	No.	Designation.	Pay		Minimum Increment	Total average cost.	Pay	Total average cost.	Pay.	Total cost	
			Rs.	P							Rs.
1	2	3	4	5	6	7	8	9	10	11	
3—Land Revenue	105	Peons	Rs. 13	Rs. A P 1,277 8 0	Rs. 15—1—19	Rs. 1,785	Rs. 15—1—20	Rs. A P 1 837 8 0	
	16	Duffries	13	194 10 8	15—1—19	272	16—1—22	297 9 4	
	2	Chamun	13	24 5 4	15—1—19	34	15—1—20	35 0 0	
	62	Process serving peons	15	876 5 4	18—1—22	1,240	18—1—24	1,277 2 2	
	2	Dumans	13	24 5 4	15—1—19	34	15—1—20	35 0 0	
	187	Total	2,399 2 8	3,482 3 6	
4—Opium	13	Bukandazs	13	158 2 8	15—1—19	221	15—1—20	227 8 0	
6—Stamp	4	Peons	13	48 10 8	15—1—19	65	15—1—20	70 0 0	
	1	Pressman	13	12 2 8	15—1—19	17	15—1—20	17 5 0	
	5	Total	60 13 4	85	57 8 0	
9—Customs (a)	186	Peons	13	2,263 0 0	15—1—19	3,162	15—1—20	3,255 0 0	
	11	Duffries	13	133 13 4	15—1—19	157	16—1—22	204 11 5	
	10	Liscars	13	121 10 8	15—1—19	170	15—1—20	175 0 0	
	10	Gohals	13	121 10 8	15—1—19	170	15—1—20	175 0 0	
	217	Total	2,640 2 8	3,689	3,800 11 5	

(a) The total establishment at the 1st of July of which was revised

Statement of proposition for revision of permanent menial establishment at present on standard rates of pay in
A District—could.

Office to which the proposition refers.	PRESENT SCALE					PROPOSED SCALE		PROPOSED BY RAI M. C. MITRA BAHADUR.		
	No	Designation	Pay			Total average cost	Pay	Total average cost	Pay	Total cost
			Minimum	Increment	Maximum					
1	2	3	4	5	6	7	8	9	10	11
10—Assesd Taxes ...	21	Pcons	Rs. 13	Rs. A. P. 255 8 0	Rs. 15-1-19	357	Rs. 15-1-20	Rs. A. P. 367 8 0
	1	Duties	13	12 2 8	15-1-19	17	16-1-22	18 9 7
	22	Total	267 10 8	374	386 1 7
11—Forests ...	11	Pcons	13	133 13 4	15-1-19	187	15-1-20	192 8 0
	115	Guards	13	1,435 10 8	15-1-19	2,006	15-1-20	2,065 0 0
	129	Total	1,569 8 0	2,193	2 257 8 0
12—Registration ...	15	Pcons	13	182 8 0	15-1-19	255	15-1-20	262 8 0
	8	Duties	13	97 5 4	15-1-19	136	16-1-22	148 12 8
	23	Total	279 13 4	391	411 4 8
18—General admin- tration.	148	Pcons	13	1,800 10 8	15-1-19	2,516	15-1-20	2,590 0 0
	4	Duties	13	48 10 8	15-1-19	68	15-1-20	70 0 0
	3	Duties	13	36 8 0	15-1-19	51	16-1-22	55 12 9
	4	Messengers	13	48 10 8	15-1-19	68	15-1-20	70 0 0
	159	Total	1,934 8 0	...	2,703	...	2,785 12 9

19A—Law and Justice	205	Peons	11	...	13	2,494 2 8	15—1—19	3,485	15—1—20	3,587 8 0
	150	Process-serving peons	13	...	15	2,125 0 0	18—1—22	3,000	18—1—24	3,089 13 6
	21	Duffries	11	...	13	255 8 0	15—1—19	357	16—1—22	390 9 3
	14	Dumwans	11	...	13	170 5 4	15—1—19	238	15—1—20	245 0 0
	41	Barkandazes	11	...	13	498 13 4	15—1—19	697	15—1—20	717 7 0
	431	Total	5,543 13 4	...	7,777	...	8,030 5 9
19B—Jails	20	Peons	11	...	13	243 5 4	15—1—19	340	15—1—20	350 0 0
	1	Dumwans	11	...	13	12 2 8	15—1—19	17	15—1—20	17 8 0
	3	Messengers	11	...	13	36 8 0	15—1—19	51	15—1—20	52 8 0
	24	Total	292 0 0	...	408	...	420 0 0
20—Police	16	Duffries	11	...	13	194 10 8	15—1—19	272	16—1—22	297 9 1
	2	Dumwans	11	...	13	24 5 4	15—1—19	31	15—1—20	35 0 0
	4	Manjis	11	...	13	46 10 8	15—1—19	65	15—1—20	70 0 0
	21	Peons	11	...	13	255 8 0	15—1—19	357	15—1—20	367 8 0
	14	Dandies	11	...	13	170 5 4	15—1—19	238	15—1—20	245 0 0
	57	Total	693 8 0	...	969	...	1,015 1 1
21—Marine	26	Peons	11	...	13	316 5 4	15—1—19	442	15—1—20	455 0 0
	4	Duffries	11	...	13	46 10 8	15—1—19	68	16—1—22	74 6 1
	4	Dumwans	11	...	13	48 10 8	15—1—19	68	15—1—20	70 0 0
	20	Lawars	11	...	13	243 5 4	15—1—19	340	15—1—20	350 0 0
	1	Manjis	11	...	13	12 2 8	15—1—19	17	15—1—20	15 0 0
	13	Dandies	11	...	13	158 2 8	15—1—19	221	15—1—20	227 8 0
68		Total	827 5 4	...	1,156	...	1,211 14 1

Statement of proposition for revision of permanent menial establishment at present on standard rates of pay in A District—concl'd.

CXXXIV

Office to which the proposition refers.	PRESENT SCALE.						PROPOSED SCALE.			PROPOSED BY RAI M. C. MITRA BHADUR
	No.	Designation.	Pay.			Total average cost.	Pay.	Total average cost.		
			Minimum	Increment	Maximum.					
1	2	3	4	5	6	7	8	9	10	11
22—Education	160	Peons	...	Rs	Rs	Rs. A. P.	Rs	Rs	Rs	Rs. A. P.
	23	Darwans	13	1,946 10 8	15—1—19	2,720	15—1—20	2,800 0 0
	31	Duffies	13	279 13 4	15—1—19	391	15—1—20	402 8 0
	1	Pressman	13	377 2 8	15—1—19	527	16—1—22	576 9 7
	215	Total	2,315 13 4	3,655	3,796 9 7
23—Ecclesiastical	1	Peon	13	12 2 8	15—1—19	17	15—1—20	17 8 0
	4	Bearers	13	48 10 8	15—1—19	68	15—1—20	70 0 0
	5	Total	60 13 4	85	87 8 0
	36	Peons	13	138 0 0	15—1—19	612	15—1—20	630 0 0
	9	Duffies	13	109 8 0	15—1—19	153	16—1—22	167 6 3
24—Medical	33	Darwans	13	401 8 0	15—1—19	561	15—1—20	577 8 0
	26	Bearers	13	316 5 4	15—1—19	442	15—1—20	455 0 0
	104	Total	1,265 5 4	1,768	1,829 14 3
	60	Peons	13	730 0 0	15—1—19	1,020	15—1—20	1,050 0 0
	2	Duffies	13	24 5 4	15—1—19	34	16—1—22	37 3 4
25—Scientific and other Minor Departments.	12	Darwans	13	146 0 0	15—1—19	204	15—1—20	210 0 0
	1	Bearer	13	12 2 8	15—1—19	17	15—1—20	17 8 0
	75	Total	912 8 0	...	1,275	...	1,314 11 4

30—Stationery and Printing.	35	Dufties	11	...	13	425 13 4	15—1—19	595	16—1—22	650 15 5
	16	Peons	11	...	13	194 10 8	15—1—19	272	15—1—20	280 0 0
	2	Durwans	11	...	13	24 5 4	15—1—19	34	15—1—20	35 0 0
	53	Total	644 13 4	901	965 15 5
43—Irrigation	9	Dafadars	11	...	13	109 8 0	15—1—19	153	15—1—20	157 8 0
	58	Peons	11	...	13	705 10 8	15—1—19	986	15—1—20	1,015 0 0
	5	Dufties	11	...	13	60 13 4	15—1—19	85	16—1—22	92 15 11
	2	Burkandazes	11	...	13	24 5 4	15—1—19	34	15—1—20	35 0 0
	25	Manjhis	11	...	13	304 2 8	15—1—19	425	15—1—20	437 8 0
	8	Koyals	11	...	13	97 5 4	15—1—19	136	15—1—20	140 0 0
	107	Total	1,301 13 1	1,819	1,877 15 11
45—Public Works	104	Peons	11	...	13	1,265 5 4	15—1—19	1,768	15—1—20	1,820 0 0
	8	Dufties	11	...	13	97 5 4	15—1—19	136	16—1—22	118 12 8
	9	Durwans	11	...	13	109 8 0	15—1—19	153	15—1—20	157 8 0
	4	Treasure-guards	11	...	13	48 10 8	15—1—19	68	15—1—20	70 0 0
	125	Total	1,520 13 4	...	2,125	...	2,196 4 8
		GRAND TOTAL	24,988 8 0	34,959	36,193 11 6

Rs. A.
6,988 0
1,18,646 0

Statement of proposition for revision of permanent menial establishment at present on standard rates of pay in B districts.

Office to which the proposition refers.	No.	PRESENT SCALE.					PROPOSED SCALE.			PROPOSED BY RAI M. C. MIRA BAHADUR.	
		Designation	Pay.		Total average cost.	Pay.	Total average cost.	Pay.	Total average cost.	Pay.	Total cost
			Minimum.	Increment.							
1	2	3	4	5	6	7	8	9	10	11	
3—Land Revenue	642	Peons	Rs	Rs. A. P.	Rs.	Rs.	Rs.	Rs. A. P.	
	159	Daftries	12	7,169 0 0	13—1—17	9,630	14—1—19	10,593 0 0	
	61	Chaimmen	12	1,775 8 0	13—1—17	2,385	15—1—20	2,752 8 0	
	1,193	Process-servicing peons	12	681 2 8	13—1—17	915	14—1—19	1,006 8 0	
	2	Darwans	15	16,900 13 4	16—1—20	21,474	16—1—22	22,188 8 11	
	6	Maughis	12	22 5 4	13—1—17	30	14—1—19	33 0 0	
9—Customs	2,063	Total	67 0 0	14—1—18	96	14—1—19	99 0 0	
	4	Peons	12	26,615 13 4	...	34,530	...	36,702 8 11	
	1	Daftry	12	44 10 8	13—1—17	60	14—1—19	66 0 0	
	1	Maughis	12	11 2 8	13—1—17	15	15—1—20	17 8 0	
	18	Crew	12	11 2 8	14—1—18	16	14—1—19	16 8 0	
	24	Total	12	201 0 0	14—1—18	288	14—1—19	297 0 0	
10—Assessed Taxes	38	Peons	12	268 0 0	...	379	...	397 0 0	
	12	424 5 4	13—1—17	570	14—1—19	627 0 0	

11—Forests	...	20	Peons	10	...	12	223 5 1	...	13—1—17	300	14—1—19	330 0 0
		179	Guards	10	...	12	1,998 13 4	...	15—1—19	3,043	14—1—19	2,953 8 0
	Total	199			2,222 2 8	3,343		3,283 8 0
		330	Peons	10	...	12	3,685 0 0	...	13—1—17	4,950	11—1—19	5,145 0 0
12—Registration	...	32	Duftrics	10	...	12	357 5 4	...	13—1—17	480	15—1—20	560 0 0
		362	Total		4,042 5 4	5,430	...	6,005 0 0
	...	38	Peons	10	...	12	421 5 4	...	15—1—17	570	14—1—19	627 0 0
		4	Duftrics	10	...	12	44 10 8	...	13—1—17	60	14—1—19	66 0 0
18—General Administration.	...	7	Duftrics	10	...	12	78 2 8	...	13—1—17	105	15—1—20	122 8 0
		49	Total		147 2 8	735	...	815 8 0
	...	521	Peons	10	...	12	5,817 13 4	...	13—1—17	7,815	14—1—19	8,596 8 0
		5,262	Process-servants	13	...	15	74 545 0 0	...	16—1—20	91,710	16—1—22	97,867 11 6
19A—Law and Justice	...	147	Duftrics	10	...	12	1,641 8 0	...	13—1—17	2,210	15—1—20	2,502 8 0
		5,030	Total		82,004 5 4	1,04,736	...	1,09,036 11 6

Statement of proposition for revision of permanent menial establishment at present on standard rates of pay in B Districts—contd.

Office to which the proposition refers.	PRESENT SCALE						PROPOSED SCALE.		Pay.	Total average cost.	Total cost
	No	Designation	Pay.			Total average cost	Pay				
			Minimum	Increment.	Maximum						
1	2	3	4	5	6	7	8	9	10	11	
20—Police	24	Duffries	...	Rs. 10	Rs. 12	Rs. A. P. 268 0 0	13—1—17	Rs. 360	Rs. 15—1—20	Rs. A. I. 420 0 0	
	198	Mangals	...	10	...	2,211 0 0	14—1—18	3,168	14—1—19	3,267 0 0	
	3	Peons	...	10	...	33 8 0	13—1—17	45	14—1—19	49 8 0	
	225	Total	2,512 8 0	...	3,573	...	3,736 8 0	
21—Marine	6	Peons	...	10	...	67 0 0	13—1—17	90	14—1—19	99 0 0	
22—Education	187	Peons	...	10	...	2,088 2 8	13—1—17	2,805	14—1—19	3,085 8 0	
	51	Durwans	...	10	...	569 8 0	13—1—17	765	14—1—19	841 8 0	
	54	Duffries	...	10	...	603 0 0	13—1—17	810	15—1—20	945 0 0	
	292	Total	3,260 10 8	...	4,380	...	4,872 0 0	
23—Ecclesiastical	7	Peons	...	10	...	78 2 8	13—1—17	105	14—1—19	115 8 0	
24—Medical	58	Peons	...	10	...	647 10 8	13—1—17	870	14—1—19	957 0 0	
	2	Durwans	...	10	...	22 5 4	13—1—17	30	14—1—19	33 0 0	
	60	Total	670 0 0	..	900	..	990 0 0	

25—Political	...	3	Peons	10	...	12	33 8 0	13—1—17	15	11—1—19	19 8 0
26—Scientific and other Minor Departments.	...	17	Peons	10	...	12	189 13 4	13—1—17	255	11—1—19	280 8 0
		8	Peons	10	...	12	89 5 4	13—1—17	120	14—1—19	132 0 0
		5	Dafadars	10	...	12	55 13 4	13—1—17	75	14—1—19	82 8 0
43—Irrigation	{	15	Peons	10	...	12	167 8 0	13—1—17	255	14—1—19	247 8 0
		1	Duffry	10	...	12	11 2 8	13—1—17	15	15—1—20	17 8 0
		14	Burkandizes	10	...	12	156 5 4	13—1—17	210	11—1—19	231 0 0
		23	Mangals	10	...	12	256 13 4	14—1—18	368	11—1—19	379 8 0
45A—Civil Works	...	58	Total	647 10 5	891	958 0 0
		1	Peon	10	...	12	11 2 8	13—1—17	15	14—1—19	16 8 0
		45	Peons	10	...	12	502 8 0	13—1—17	675	11—1—19	742 8 0
45B—Public Works	{	6	Duffries	10	...	12	67 0 0	13—1—17	90	15—1—20	105 0 0
		21	Durwans	10	...	12	234 8 0	13—1—17	315	14—1—19	346 8 0
		72	Total	804 0 0	1,080	1,194 0 0
			GRAND TOTAL	1,24,488 0 0	1,61 179	1,69 310 12 5

Extra cost per annum

Rs.
36,691
4,40,292

Statement of proposition for revision of the permanent menial establishment at present on standard rates of pay in C districts.

Office to which the proposition refers.	PRESENT SCALE.						PROPOSED SCALE.		PROPOSED BY RAI M. G. MITRA BAHADUR.	
	No.	Designation	Pay.			Total average cost	Pay.	Total average cost.	Pay.	Total cost.
			Minimum	Increment.	Maximum					
1	2	3	4	5	6	7	8	9	10	11
3—Land Revenue	82	Peons	11	Rs. A. P. 833 10 8	Rs. 12—1—16	Rs. 1,148	Rs. 13—1—18	Rs. A. P. 1,189 0 0
	20	Duties	11	203 5 4	12—1—16	280	14—1—19	330 0 0
	7	Chaimanen	11	71 2 8	12—1—16	98	13—1—18	101 8 0
	6	Duwars	11	61 0 0	12—1—16	84	13—1—18	87 0 0
	1	Maughu	11	10 2 8	12—1—16	14	13—1—18	14 8 0
	177	Peons serving peons	11	2,330 8 0	15—1—19	3,009	15—1—20	3,097 8 0
10—Assessed Taxes	293	Total	3,509 13 4	4,633	4,819 8 0
	3	Peons	11	30 8 0	12—1—16	42	13—1—18	43 8 0
	34	Peons	11	345 10 8	12—1—16	476	13—1—18	493 0 0
	2	Duties	11	20 5 4	12—1—16	28	14—1—19	33 0 0
	36	Total	366 0 0	504	526 0 0
	53	Peons	11	538 13 4	12—1—16	742	13—1—18	766 8 0
12—Registration	15	Duties	11	152 8 0	12—1—16	210	14—1—19	247 8 0
	12	Messengers	11	122 0 0	12—1—16	168	13—1—18	174 0 0
	700	Process-serving peons	14	9,216 10 8	15—1—19	11,900	15—1—20	12,250 0 0
	780	Total	10,030 0 0	13,020	13,438 0 0
19A—Law and Justice										

19B—Jails	...	2	Peons	9	...	11	20 5 4	12—1—16	28	13—1—18	29 0 0
20—Police	...	3	Dufries	9	...	11	30 8 0	12—1—16	42	14—1—19	49 8 0
22 Education	{	12	Peons	9	...	11	122 0 0	12—1—16	168	13—1—18	174 0 0
		1	Duwan	9	...	11	10 2 8	12—1—16	14	13—1—18	14 8 0
		1	Dufty	9	...	11	10 2 8	12—1—16	14	14—1—19	16 8 0
		14	Total	142 5 4	...	196	...	205 0 0
23—Ecclesiastical	...	2	Peons	9	...	11	20 5 4	12—1—16	28	13—1—18	29 0 0
24—Medical	...	8	Peons	9	...	11	81 5 4	12—1—16	112	13—1—18	116 0 0
26—Scientific, etc.	...	1	Peon	9	...	11	10 2 8	12—1—16	14	13—1—18	14 8 0
42—Irrigation—Major Works.	{	68	Peons	9	...	11	691 5 4	12—1—16	952	13—1—18	986 0 0
		2	Dufries	9	...	11	20 5 4	12—1—16	28	14—1—19	33 0 0
		2	Dafadars	9	...	11	20 5 4	12—1—16	28	13—1—18	29 0 0
		25	Bukandazes	9	...	11	254 2 8	12—1—16	350	13—1—18	362 8 0
		1	Manghi	9	...	11	10 2 8	12—1—16	11	13—1—18	14 8 0
		17	Tindals	9	...	11	172 13 4	12—1—16	238	13—1—18	246 8 0
		60	Lac-cars	9	...	11	610 0 0	12—1—16	840	870 0 0
		175	Total	1,779 2 8	2,450	2,541 8 0
			Grand Total	16,020 8 0	21,069	21,911 8 0

Extra cost per m. B. C. m.
 " " " annual
 R. A.
 5 64 8
 60 5 2 0

Statement of proposition for revision of the pay of ordinary menials drawing Rs. 12 or less paid out of contingencies in A and B districts.

Office to which the proposition refers.	No.	Designation.	PRINTING SCALE.		PROPOSED SCALE.		PROPOSED BY RAI M. C. MITRA BAHADUR.		
			Pay.	Total cost.	Pay.	Total cost.	Pay.	Total cost.	
1	2	3	4	6	6	7	8	9	
3—Land Revenue	1	Farash	12 0 0	12 0 0	Rs. A.	Rs. A.	Rs. A.	Rs. A.	
	1	Do.	10 0 0	10 0 0	15 0	13 0	16 0	14 0	
	32	Farashes	9 0 0	288 0 0	12 0	384 0	13 0	416 0	
	12	Sweepers	10 0 0	120 0 0	13 0	156 0	14 0	168 0	
	1	Sweeper	9 0 0	9 0 0	12 0	12 0	13 0	13 0	
	60	Sweepers	9 0 0	540 0 0	12 0	720 0	13 0	780 0	
	5	Bhisties	9 0 0	45 0 0	12 0	60 0	13 0	65 0	
	1	Dome	10 0 0	10 0 0	13 0	13 0	14 0	14 0	
	6	Domes	9 0 0	54 0 0	12 0	72 0	13 0	78 0	
	1	Mah	12 0 0	12 0 0	15 0	15 0	16 0	16 0	
	1	Do.	9 0 0	9 0 0	12 0	12 0	13 0	13 0	
	6	Malis	9 0 0	54 0 0	12 0	72 0	13 0	78 0	
	1	Conservancy cantman	9 0 0	9 0 0	12 0	12 0	13 0	13 0	
	2	Topazes	10 0 0	20 0 0	13 0	26 0	14 0	28 0	
	2	Cooks	10 0 0	20 0 0	13 0	26 0	14 0	28 0	
	37	Guards	9 0 0	333 0 0	12 0	444 0	13 0	481 0	
	5	Carttakers	9 0 0	45 0 0	12 0	60 0	13 0	65 0	
	1	Chaukidar	10 0 0	10 0 0	13 0	13 0	14 0	14 0	

Statement of proposition for revision of the pay of ordinary menials drawing Rs. 12 or less paid out of contingencies in A and B Districts—contd.

Office to which the proposition refers.	No.	Designation.	PRESENT SCALE.		PROPOSED SCALE.		PROPOSED BY RAI M. C. MITRA BAHADUR.	
			Pay.	Total cost.	Pay.	Total cost.	Pay.	Total cost.
1	2	3	4	5	6	7	8	9
12—Registration	3	Farashes	Rs. A. P. 9 0 0	Rs. A. P. 27 0 0	Rs. A. 12 0	Rs. A. 36 0	Rs. A. 13 0	Rs. A. 39 0
	4	Sweepers	9 0 0	36 0 0	12 0	48 0	13 0	52 0
	9	Guards	9 0 0	81 0 0	12 0	108 0	13 0	117 0
	16	Total	144 0 0	192 0	208 0
	15	Farashes	9 0 0	135 0 0	12 0	180 0	13 0	195 0
18—General Administration.	1	Mali	10 0 0	10 0 0	13 0	13 0	14 0	14 0
	4	Malis	9 0 0	36 0 0	12 0	48 0	13 0	52 0
	2	Topazes	10 0 0	20 0 0	13 0	26 0	14 0	28 0
	4	Sweepers	10 0 0	40 0 0	13 0	52 0	14 0	56 0
	9	Do.	9 0 0	81 0 0	12 0	108 0	13 0	117 0
	4	Coolies	9 0 0	36 0 0	12 0	48 0	13 0	52 0
	1	Bhandary	10 0 0	10 0 0	13 0	13 0	14 0	14 0
	1	Guard	9 0 0	9 0 0	12 0	12 0	13 0	13 0
	1	Mahut	10 0 0	10 0 0	13 0	13 0	14 0	14 0
	7	Mates	9 0 0	63 0 0	12 0	84 0	13 0	91 0
	1	Khalasi	9 0 0	9 0 0	12 0	12 0	13 0	13 0
	50	Total	...	459 0 0	...	609 0	...	659 0

19A—Law and Justice	1	Sweeper	12	0	0	12	0	0	15	0	15	0	16	0	16	0
	1	Do.	11	0	0	11	0	0	14	0	14	0	15	0	15	0
	8	Sweepers	...	10	0	0	80	0	0	13	0	104	0	14	0	112	0
	3	Do.	...	9	0	0	27	0	0	12	0	36	0	13	0	39	0
	83	Do.	...	9	0	0	747	0	0	12	0	996	0	13	0	1,079	0
	1	Farash	...	10	0	0	10	0	0	13	0	13	0	14	0	14	0
	8	Farashes	...	9	0	0	72	0	0	12	0	96	0	13	0	104	0
	52	Do.	...	9	0	0	468	0	0	12	0	624	0	13	0	676	0
	2	Malis	...	12	0	0	24	0	0	15	0	30	0	16	0	32	0
	2	Do.	...	10	0	0	20	0	0	13	0	26	0	14	0	28	0
	1	Mali	...	9	0	0	9	0	0	12	0	12	0	13	0	13	0
	5	Malis	...	9	0	0	45	0	0	12	0	60	0	13	0	65	0
	8	Bhisties	...	9	0	0	72	0	0	12	0	96	0	13	0	104	0
	152	Guards	...	9	0	0	1,368	0	0	12	0	1,824	0	13	0	1,976	0
	2	Abdars	...	9	0	0	18	0	0	12	0	24	0	13	0	26	0
	2	Harkaras	...	9	0	0	18	0	0	12	0	24	0	13	0	26	0
19B—Jails	331	Total	3,001	0	0	3,994	0	4,325	0
	5	Carters	...	11	0	0	55	0	0	14	0	70	0	15	0	75	0
	2	Do.	...	9	0	0	18	0	0	12	0	24	0	13	0	26	0
	1	Cooly	...	11	0	0	11	0	0	14	0	14	0	15	0	15	0
	1	Do.	...	9	0	0	9	0	0	12	0	12	0	13	0	13	0
	13	Coolies	...	9	0	0	117	0	0	12	0	156	0	13	0	169	0
	1	Sweeper	...	12	0	0	12	0	0	15	0	15	0	16	0	16	0
	1	Do.	...	9	0	0	9	0	0	12	0	12	0	13	0	13	0
	1	Cowboy	...	9	0	0	9	0	0	12	0	12	0	13	0	13	0
	25	Total	240	0	0	315	0	340	0

Statement of proposition for revision of the pay of ordinary menials drawing Rs. 12 or less paid out of contingencies in A and B
Districts—contd.

Office to which the proposition refers.	No.	Designation.	PRESENT SCALE.		PROPOSED SCALE.		PROPOSED BY RAI M. C. MISHRA BAHADUR.	
			Pay.	Total cost.	Pay.	Total cost.	Pay.	Total cost
1	2	3	4	5	6	7	8	9
			Rs. A. P	Rs. A. P	Rs. A	Rs. A.	Rs. A.	Rs. A.
	2	Sweepers	12 0 0	24 0 0	15 0	30 0	16 0	32 0
	1	Sweepers	11 0 0	11 0 0	14 0	14 0	15 0	15 0
	6	Sweepers	10 0 0	60 0 0	13 0	78 0	14 0	84 0
	6	Do.	9 0 0	54 0 0	12 0	72 0	13 0	78 0
	173	Do.	9 0 0	1,557 0 0	12 0	2,076 0	13 0	2,249 0
	5	Blind-lies	10 0 0	50 0 0	13 0	65 0	14 0	70 0
	4	Do.	9 0 0	36 0 0	12 0	48 0	13 0	52 0
	87	Do	9 0 0	783 0 0	12 0	1,044 0	13 0	1,131 0
	3	Malis	10 0 0	30 0 0	13 0	39 0	14 0	42 0
	1	Mch	9 0 0	9 0 0	12 0	12 0	13 0	13 0
	7	Cooks	10 0 0	70 0 0	13 0	91 0	14 0	98 0
	6	Do	9 0 0	54 0 0	12 0	72 0	13 0	78 0
	22	Do	9 0 0	198 0 0	12 0	264 0	13 0	286 0
	3	Hospital servants	10 0 0	30 0 0	13 0	39 0	14 0	42 0
	1	Hospital servant	9 0 0	9 0 0	12 0	12 0	13 0	13 0
	4	Do. servants	9 0 0	36 0 0	12 0	48 0	13 0	52 0
	3	Topazis	10 0 0	30 0 0	13 0	39 0	14 0	42 0
	6	Do.	9 0 0	54 0 0	12 0	72 0	13 0	78 0
	1	Topaz	9 0 0	9 0 0	12 0	12 0	13 0	13 0
	2	Coolies	12 0 0	24 0 0	15 0	30 0	16 0	32 0

1	Cooly	11	0	0	11	0	0	14	0	14	0	15	0	15	0
1	Do	9	0	0	9	0	0	12	0	12	0	13	0	13	0
19	Coolies	9	0	0	171	0	0	12	0	228	0	13	0	247	0
3	Lampunen	10	0	0	30	0	0	13	0	39	0	11	0	42	0
1	Lampman	9	0	0	9	0	0	12	0	12	0	13	0	13	0
1	Do.	9	0	0	9	0	0	12	0	12	0	13	0	13	0
15	Grass-cutters	9	0	0	135	0	0	12	0	180	0	13	0	195	0
3	Ditto	9	0	0	27	0	0	12	0	36	0	13	0	39	0
46	Syces	10	0	0	460	0	0	13	0	598	0	14	0	644	0
1	Farash	9	0	0	9	0	0	12	0	12	0	13	0	13	0
2	Farashes	9	0	0	18	0	0	12	0	24	0	13	0	26	0
2	Domes	9	0	0	18	0	0	12	0	24	0	13	0	26	0
2	Dholis	9	0	0	18	0	0	12	0	24	0	13	0	26	0
3	Firemen	12	0	0	36	0	0	15	0	45	0	16	0	48	0
1	Cart-driver	9	0	0	9	0	0	12	0	12	0	13	0	13	0
5	Maluts	10	0	0	50	0	0	13	0	65	0	14	0	70	0
4	Bhandaries	10	0	0	40	0	0	13	0	52	0	14	0	56	0
1	Bhandary	9	0	0	9	0	0	12	0	12	0	13	0	13	0
1	Beldar	9	0	0	9	0	0	12	0	12	0	13	0	13	0
16	Punpunen	9	0	0	144	0	0	12	0	192	0	13	0	208	0
471	Total	4,349	0	0	5,742	0	6,233	0
1	Farash	9	0	0	9	0	0	12	0	12	0	13	0	13	0
1	Do.	9	0	0	9	0	0	12	0	12	0	13	0	13	0
1	Mah	9	0	0	9	0	0	12	0	12	0	13	0	13	0

Statement of proposition for revision of the pay of ordinary menials drawing Rs. 12 or less paid out of contingencies in A and B Districts—*contd.*

Office to which the proposition refers.	No.	Designation.	PRESENT SCALE		PROPOSED SCALE		PROPOSED BY M. C. MITRA BARRISTER.	
			Pay.	Total cost.	Pay.	Total cost.	Pay.	Total cost.
1	2	3	4	5	6	7	8	9
21—Marine— <i>conold</i> ...	1	Mah	Rs. A. P. 9 0 0	Rs. A. P. 9 0 0	Rs. A. 12 0	Rs. A. 12 0	Rs. A. 13 0	Rs. A. 13 0
	1	Bhrsty	10 0 0	10 0 0	13 0	13 0	14 0	14 0
	2	Bhistics	9 0 0	18 0 0	12 0	24 0	13 0	26 0
	1	Sweeper	9 0 0	9 0 0	12 0	12 0	13 0	13 0
	7	Sweepers	9 0 0	63 0 0	12 0	84 0	13 0	91 0
	5	Do.	9 0 0	45 0 0	12 0	60 0	13 0	65 0
	2	Topazes	10 0 0	20 0 0	13 0	26 0	14 0	28 0
	2	Masalchis	10 0 0	20 0 0	13 0	26 0	14 0	28 0
	1	Ma-alchi	9 0 0	9 0 0	12 0	12 0	13 0	13 0
	2	Bhandaries	10 0 0	20 0 0	13 0	26 0	14 0	28 0
	27	Total	...	250 0 0	...	331 0	...	358 0
	1	Farash	10 0 0	10 0 0	13 0	13 0	14 0	14 0
	1	Do.	9 0 0	9 0 0	12 0	12 0	13 0	13 0
	7	Farashes	9 0 0	63 0 0	12 0	84 0	13 0	91 0
	10	Do	9 0 0	90 0 0	12 0	120 0	13 0	130 0
	6	Do.	9 0 0	54 0 0	12 0	72 0	13 0	78 0
	1	Farash	9 0 0	9 0 0	12 0	12 0	13 0	13 0
	2	Malis	12 0 0	24 0 0	15 0	30 0	16 0	32 0

8	Do.	10	0	0	80	0	0	13	0	104	0	14	0	112	0
2	Do.	9	0	0	18	0	0	12	0	24	0	13	0	26	0
133	Do.	9	0	0	1,197	0	0	12	0	1,596	0	13	0	1,729	0
1	Coachman	12	0	0	12	0	0	15	0	15	0	16	0	16	0
2	Coachmen	10	0	0	20	0	0	13	0	26	0	14	0	28	0
1	Coachman	9	0	0	9	0	0	12	0	12	0	13	0	13	0
9	Sweepers	11	0	0	99	0	0	14	0	126	0	15	0	135	0
1	Sweeper	10	0	0	10	0	0	13	0	13	0	14	0	14	0
5	Sweepers	9	0	0	45	0	0	12	0	60	0	13	0	65	0
102	Do	9	0	0	918	0	0	12	0	1,224	0	13	0	1,326	0
9	Bhisties	9	0	0	81	0	0	12	0	108	0	13	0	117	0
1	Khansama	10	0	0	10	0	0	13	0	13	0	14	0	14	0
2	Washermen	9	0	0	18	0	0	12	0	24	0	13	0	26	0
7	Do.	9	0	0	63	0	0	12	0	84	0	13	0	91	0
1	Klutmatgar	12	0	0	12	0	0	15	0	15	0	16	0	16	0
10	Khitmatgars	11	0	0	110	0	0	14	0	140	0	15	0	150	0
1	Masalchi	10	0	0	10	0	0	13	0	13	0	14	0	14	0
8	Masalchis	9	0	0	72	0	0	12	0	96	0	13	0	104	0
1	Cook	12	0	0	12	0	0	15	0	15	0	16	0	16	0
4	Cooks	11	0	0	44	0	0	14	0	56	0	15	0	60	0
2	Do.	10	0	0	20	0	0	13	0	26	0	14	0	28	0
7	Do	9	0	0	63	0	0	12	0	84	0	13	0	91	0
21	Do.	9	0	0	149	0	0	12	0	252	0	13	0	273	0
1	Cooly	9	0	0	9	0	0	12	0	12	0	13	0	13	0
3	Ayals	9	0	0	27	0	0	12	0	36	0	13	0	39	0
1	Guard	10	0	0	10	0	0	13	0	13	0	14	0	14	0

Statement of proposition for revision of the pay of ordinary menials drawing Rs. 12 or less paid out of contingencies in A and B Districts—*contd.*

Office to which the proposition refers.	No.	Designation.	PRESENT SCALE.		PROPOSED SCALE.		PROPOSED BY RAI M. C. MITRA BAHADUR	
			Pay.	Total cost.	Pay.	Total cost	Pay.	Total cost.
1	2	3	4	5	6	7	8	9
22—Education— <i>contd.</i>	8	Guards ...	Rs. A. P. 9 0 0	Rs. A. P. 72 0 0	Rs. A. 12 0	Rs. A. 96 0	Rs. A. 13 0	Rs. A. 101 0
	45	Servants ...	9 0 0	405 0 0	12 0	540 0	13 0	585 0
	9	Gonlas ...	9 0 0	81 0 0	12 0	108 0	13 0	117 0
	433	Total	3,975 0 0	5,274 0	5,707 0
	3	Malis ...	10 0 0	30 0 0	13 0	39 0	14 0	42 0
23—Ecclesiastical ...	4	Do. ...	9 0 0	36 0 0	12 0	48 0	13 0	52 0
	24	Do. ...	9 0 0	216 0 0	12 0	288 0	13 0	312 0
	4	Coolies ...	9 0 0	36 0 0	12 0	48 0	13 0	52 0
	2	Sweepers ...	9 0 0	18 0 0	12 0	24 0	13 0	26 0
	1	Farash ...	9 0 0	9 0 0	12 0	12 0	13 0	13 0
	1	Do. ...	9 0 0	9 0 0	12 0	12 0	13 0	13 0
	4	Chaukidars ...	10 0 0	40 0 0	13 0	52 0	14 0	56 0
	32	Do	9 0 0	288 0 0	12 0	384 0	13 0	416 0
	75	Total	682 0 0	907 0	982 0
	10	Bhisties ...	10 0 0	100 0 0	13 0	130 0	14 0	140 0
	41	Do. ...	9 0 0	369 0 0	12 0	492 0	13 0	533 0

	8	Cooks	12	0	0	96	0	0	15	0	120	0	16	0	128	0
4	4	Do.	10	0	0	40	0	0	13	0	52	0	14	0	56	0
4	4	Do.	9	0	0	36	0	0	12	0	48	0	13	0	52	0
34	34	Do.	9	0	0	306	0	0	12	0	408	0	13	0	442	0
6	6	Malis	10	0	0	60	0	0	13	0	78	0	14	0	84	0
4	4	Do.	9	0	0	36	0	0	12	0	48	0	13	0	52	0
39	39	Do.	9	0	0	351	0	0	12	0	468	0	13	0	507	0
8	8	Sweepers	12	0	0	96	0	0	15	0	120	0	16	0	128	0
1	1	Sweeper	11	0	0	11	0	0	14	0	14	0	15	0	15	0
6	6	Sweepers	10	0	0	60	0	0	13	0	78	0	14	0	84	0
8	8	Do.	9	0	0	72	0	0	12	0	96	0	13	0	104	0
332	332	Do.	9	0	0	2,988	0	0	12	0	3,984	0	13	0	4,316	0
1	1	Dome	10	0	0	10	0	0	13	0	13	0	14	0	14	0
50	50	Domes	9	0	0	450	0	0	12	0	600	0	13	0	650	0
2	2	Coolies	11	0	0	22	0	0	14	0	28	0	15	0	30	0
12	12	Do	10	0	0	120	0	0	13	0	156	0	14	0	168	0
4	4	Do.	9	0	0	36	0	0	12	0	48	0	13	0	52	0
263	263	Do	9	0	0	2,367	0	0	12	0	3,156	0	13	0	3,419	0
1	1	Khansama	11	0	0	11	0	0	14	0	14	0	15	0	15	0
2	2	Khausamas	10	0	0	20	0	0	13	0	26	0	14	0	28	0
2	2	Do	9	0	0	18	0	0	12	0	24	0	13	0	26	0
4	4	Faashes	9	0	0	36	0	0	12	0	48	0	13	0	52	0
5	5	Barbers	9	0	0	45	0	0	12	0	60	0	13	0	65	0
1	1	Sighgar	12	0	0	12	0	0	15	0	15	0	16	0	16	0
2	2	Sighgar	9	0	0	18	0	0	12	0	24	0	13	0	26	0
1	1	Sighgar	9	0	0	9	0	0	12	0	12	0	13	0	13	0

Statement of proposition for revision of the pay of ordinnry menials drawing Rs. 12 or less paid out of contingencies in A and B Districts—contd

Office to which the proposition refers.	No.	Designation.	PRESENT SCALE		PROPOSED SCALE		PROPOSED BY RAI M. G. VIHRA BAHADUR	
			Pay	Total cost	Pay	Total cost	Pay	Total cost.
1	2	3	4	5	6	7	8	9
			Rs. A. P.	Rs. A. P.	Rs. A.	Rs. A.	Rs. A.	Rs. A.
	34	Dhans	9 0 0	306 0 0	12 0	408 0	13 0	442 0
	1	Washman	12 0 0	12 0 0	15 0	15 0	16 0	16 0
	5	Washman	9 0 0	45 0 0	12 0	60 0	13 0	65 0
	11	Do	9 0 0	99 0 0	12 0	132 0	13 0	143 0
	9	Masdhals	9 0 0	81 0 0	12 0	108 0	13 0	117 0
	9	Tailors	9 0 0	81 0 0	12 0	108 0	13 0	117 0
	2	Goondas	9 0 0	18 0 0	12 0	24 0	13 0	26 0
	1	Saddar	9 0 0	9 0 0	12 0	12 0	13 0	13 0
	6	Saddars	9 0 0	54 0 0	12 0	72 0	13 0	78 0
	6	Stokers	9 0 0	54 0 0	12 0	72 0	13 0	78 0
	1	Fireman	10 0 0	10 0 0	13 0	13 0	14 0	14 0
	1	Instrument cleaners	12 6 0	12 0 0	15 0	15 0	16 0	16 0
	3	Bullock-keepers	9 0 0	27 0 0	12 0	36 0	13 0	39 0
	1	Khitmatgar	11 0 0	11 0 0	14 0	14 0	15 0	15 0
	15	Khitmatgars	10 0 0	150 0 0	13 0	195 0	14 0	210 0
	2	Do	9 0 0	18 0 0	12 0	24 0	13 0	26 0
	1	Khitmatgar	9 0 0	9 0 0	12 0	12 0	13 0	13 0
	4	Clothiers	9 0 0	36 0 0	12 0	48 0	13 0	52 0
	1	Store-servant	9 0 0	9 0 0	12 0	12 0	13 0	13 0
	2	Ayats	10 0 0	20 0 0	13 0	26 0	14 0	28 0

24—Medical—contd ...

		2	Do	9 0 0	18 0 0	12 0	24 0	13 0	26 0
3	Boleimen	9 0 0	27 0 0	12 0	36 0	13 0	39 0
1	Gonda	9 0 0	9 0 0	12 0	12 0	13 0	13 0
1	Guard	10 0 0	10 0 0	13 0	13 0	14 0	14 0
3	Guards	9 0 0	27 0 0	12 0	36 0	13 0	39 0
1	Tent khalaşı	9 0 0	9 0 0	12 0	12 0	13 0	13 0
1	Carpenter	10 0 0	10 0 0	13 0	13 0	14 0	14 0
1	Ward servant	11 0 0	11 0 0	14 0	14 0	15 0	15 0
3	Ward servants	10 0 0	30 0 0	13 0	39 0	14 0	42 0
4	Do.	9 0 0	36 0 0	12 0	48 0	13 0	52 0
2	Attendants	9 0 0	18 0 0	12 0	24 0	13 0	26 0
992	Total	9,061 0 0	12,037 0	...	13,029 0
1	Guard	9 0 0	9 0 0	12 0	12 0	13 0	13 0
1	Cook	10 0 0	10 0 0	13 0	13 0	14 0	14 0
11	Cooks	9 0 0	99 0 0	12 0	132 0	13 0	143 0
2	Swampers	12 0 0	24 0 0	15 9	30 0	16 0	32 0
2	Do	10 0 0	20 0 0	13 0	26 0	14 0	28 0
21	Do.	9 0 0	189 0 0	12 0	252 0	13 0	273 0
8	Mahs	12 0 0	96 0 0	15 0	120 0	16 0	128 0
4	Do	11 0 0	44 0 0	14 0	56 0	15 0	60 0
11	Do.	10 0 0	110 0 0	13 0	143 0	14 0	154 0
3	Do	9 0 0	27 0 0	12 0	36 0	13 0	39 0
19	Do.	9 0 0	171 0 0	12 0	228 0	13 0	246 0

Statement of proposition for revision of the pay of ordinary menials drawing Rs. 12 or less paidout of contingencies in A and B Districts—*contd.*

Office to which the proposition refers	No.	Designation	PRESENT SCALE		PROPOSED SCALE		SCALE PROPOSED BY HAJI M. C. MITRA	
			Pay.	Total cost	Pay.	Total cost.	Pay.	Total cost.
1	2	3	4	5	6	7	8	9
			R. A. I.	R. A. I.	R. A.	R. A.	R. A.	R. A.
	15	Coolies ...	9 0 0	135 0 0	12 0	180 0	13 0	195 0
	1	Farash ...	9 0 0	9 0 0	12 0	12 0	13 0	13 0
	2	Syces ...	12 0 0	24 0 0	15 0	30 0	16 0	32 0
	1	Syce ...	10 0 0	10 0 0	13 0	13 0	14 0	14 0
	25	Syces ...	9 0 0	225 0 0	12 0	300 0	13 0	325 0
	1	Bhundary ...	10 0 0	10 0 0	13 0	13 0	14 0	14 0
	1	Bottle washer ...	10 0 0	10 0 0	13 0	13 0	14 0	14 0
	1	Chankraban ...	12 0 0	12 0 0	15 0	15 0	16 0	16 0
	5	Chankudars ...	9 0 0	45 0 0	12 0	60 0	13 0	65 0
	1	Khalasi ...	10 0 0	10 0 0	13 0	13 0	14 0	14 0
	135	Total	1 280 0 0	1,685 0	1,820 0
	4	Bhisties ...	9 0 0	36 0 0	12 0	48 0	13 0	52 0
	2	Swcepers ...	9 0 0	18 0 0	12 0	24 0	13 0	26 0
	7	Do ...	9 0 0	63 0 0	12 0	84 0	13 0	91 0
	1	Dome ...	9 0 0	9 0 0	12 0	12 0	13 0	13 0
	14	Total	126 0 0	168 0	182 0

29—Scientific, etc
—*concl.*

29—Superannuation

30—Stationery Printing.	and	14	Coolies	9	0	0	126	0	0	12	0	168	0	13	0	182	0
		5	Farashes	...	9	0	0	45	0	0	12	0	60	0	13	0	65	0
		1	Sweeper	...	9	0	0	9	0	0	12	0	12	0	13	0	13	0
		13	Sweepers	...	9	0	0	117	0	0	12	0	156	0	13	0	169	0
		2	Bhastis	9	0	0	15	0	0	12	0	24	0	13	0	26	0
		20	Press menials	...	12	0	0	240	0	0	15	0	300	0	16	0	320	0
		4	Ditto	...	11	0	0	44	0	0	14	0	56	0	15	0	60	0
		36	Ditto	...	10	0	0	360	0	0	13	0	468	0	14	0	504	0
		30	Ditto	...	9	0	0	270	0	0	12	0	360	0	13	0	390	0
		125	Total	1,229	0	0	1,614	0	1,729	0
32—Miscellaneous	...	1	Sweeper	...	12	0	0	12	0	0	15	0	15	0	16	0	16	0
		2	Sweepers	...	9	0	0	15	0	0	12	0	24	0	13	0	26	0
		1	Mali	...	9	0	0	9	0	0	12	0	12	0	13	0	13	0
		2	Malis	...	9	0	0	15	0	0	12	0	24	0	13	0	26	0
		5	Chankolas	...	12	0	0	60	0	0	15	0	75	0	16	0	80	0
		17	Ditto	...	9	0	0	153	0	0	12	0	204	0	13	0	221	0
		28	Total	270	0	0	54	0	352	0
		1	Sweeper	...	9	0	0	9	0	0	12	0	12	0	13	0	13	0
		1	Funam	...	12	0	0	12	0	0	15	0	15	0	16	0	16	0
		2	Total	21	0	0	27	0	29	0
42—Immigation	...																	

Statement of proposition for revision of the pay of ordinary menials drawing Rs. 12 or less paid out of contingencies in A and B Districts—*contd.*

Office to which the proposition refers.	No.	Designation.	PRESENT SCALE.		PROPOSED SCALE.		PROPOSED BY RAI M. C. MITRA BAHADUR.	
			Pay.	Total cost.	Pay.	Total cost.	Pay.	Total cost.
1	2	3	4	5	6	7	8	9
43—Irrigation	1	Sweepers ...	12 0 0	12 0 0	15 0	15 0	16 0	16 0
	4	Sweepers ...	9 0 0	36 0 0	12 0	48 0	13 0	52 0
	2	Malis ...	9 0 0	18 0 0	12 0	24 0	13 0	26 0
	1	Cooley ...	9 0 0	9 0 0	12 0	12 0	13 0	13 0
	2	Farashies ...	9 0 0	18 0 0	12 0	24 0	13 0	26 0
	10	Total	93 0 0	123 0	133 0
45A—Civil Works	1	Khansama ...	12 0 0	12 0 0	15 0	15 0	16 0	16 0
	3	Khansamas ...	10 0 0	30 0 0	13 0	39 0	14 0	42 0
	1	Khansama ...	9 0 0	9 0 0	12 0	12 0	13 0	13 0
	9	Khansamas ...	9 0 0	81 0 0	12 0	108 0	13 0	117 0
	2	Blatties ...	9 0 0	18 0 0	12 0	24 0	13 0	26 0
	6	Sweepers ...	9 0 0	54 0 0	12 0	72 0	13 0	78 0
	1	Mali ...	10 0 0	10 0 0	13 0	13 0	14 0	14 0
	1	Do. ...	9 0 0	9 0 0	12 0	12 0	13 0	13 0

1	Gund	10 0 0	10 0 0	13 0	13 0	14 0	14 0
18	Gunds	...	9 0 0	162 0 0	12 0	216 0	13 0	234 0
43	Total	395 0 0	524 0	567 0
4	Malis	...	10 0 0	40 0 0	13 0	52 0	14 0	56 0
3	Do.	...	9 0 0	27 0 0	12 0	36 0	13 0	39 0
1	Sweeper	...	9 0 0	9 0 0	12 0	12 0	13 0	13 0
11	Sweepers	...	9 0 0	99 0 0	12 0	132 0	13 0	143 0
10	Farashes	...	9 0 0	90 0 0	12 0	120 0	13 0	130 0
2	Bhishties	...	9 0 0	18 0 0	12 0	24 0	13 0	26 0
1	Cooly	...	9 0 0	9 0 0	12 0	12 0	13 0	13 0
1	Litho khalas	...	11 0 0	11 0 0	14 0	14 0	15 0	15 0
1	Ditto	...	9 8 0	9 8 0	12 8	12 8	13 8	13 8
3	Litho khalas	...	9 0 0	27 0 0	12 0	36 0	13 0	39 0
1	Janadar	...	9 0 0	9 0 0	12 0	12 0	13 0	13 0
	Full allowance of 1	...	1 12 9	1 12 9
1	Chankidar	...	10 0 0	10 0 0	13 0	13 0	14 0	14 0
2	Chankidas	...	9 8 0	19 0 0	12 8	25 0	13 8	27 0
1	Hammerman	...	12 0 0	12 0 0	15 0	15 0	16 0	16 0
42	Total	391 4 9	515 8	557 8
	GRAND TOTAL	28,080 4 9	37,208 8	40,278 8

45B—Public Works ...

Rs. A. P.
9 12 3
1,02 5 7 0

Statement of proposition for revision of the pay of ordinary menials drawing Rs. 12 or less paid out of contingencies in C districts.

Office to which to proposition refers.	No.	Designation	PRESENT SCALE.		PROPOSED SCALE.		PROPOSED BY RAI M. C. MITRA BAHADUR.	
			Pay.	Total cost.	Pay.	Total cost.	Pay.	Total cost.
1	2	3	4	5	6	7	8	9
3—Land Revenue	4	Farashes	Rs. A P.	Rs. A L.	Rs. A.	Rs. A.	Rs. A.	Rs. A.
	3	Sweepers	8 0 0	32 0 0	11 0	44 0	12 0	48 0
	1	Mali	8 0 0	24 0 0	11 0	33 0	12 0	36 0
	1	Do.	8 0 0	8 0 0	11 0	11 0	12 0	12 0
	2	Chaukidars	8 0 0	16 0 0	11 0	22 0	12 0	24 0
	3	Caretakers	8 0 0	24 0 0	11 0	33 0	12 0	36 0
	14	Total	112 0 0	154 0	168 0
12—Registration	11	Chaukidars	8 0 0	88 0 0	11 0	121 0	12 0	132 0
	5	Sweepers	8 0 0	40 0 0	11 0	55 0	12 0	60 0
19A—Law and Justice	1	Ferash	8 0 0	8 0 0	11 0	11 0	12 0	12 0
	24	Chaukidars	8 0 0	192 0 0	11 0	264 0	12 0	288 0
	30	Total	240 0 0	330 0	360 0

19B—Jails	{ ... }	1	Sweepers	...	8 0 0	8 0 0	11 0	11 0	12 0	12 0
		2	Cartmen	...	8 0 0	16 0 0	11 0	22 0	12 0	24 0
		3	Total	24 0 0	33 0	36 0
		6	Sweepers	...	8 0 0	48 0 0	11 0	66 0	12 0	72 0
20—Police	{ ... }	1	Bhisty	...	8 0 0	8 0 0	11 0	11 0	12 0	12 0
		2	Bhisties	...	8 0 0	16 0 0	11 0	22 0	12 0	24 0
		1	Cook	...	10 0 0	10 0 0	13 0	14 0	14 0	14 0
		2	Cooks	...	8 0 0	16 0 0	11 0	22 0	12 0	24 0
22 - Education	{ ... }	1	Hospital servant	...	8 0 0	8 0 0	11 0	11 0	12 0	12 0
		13	Total	106 0 0	145 0	158 0
		1	Mali	...	8 0 0	8 0 0	11 0	11 0	12 0	12 0
		1	Do.	...	8 0 0	8 0 0	11 0	11 0	12 0	12 0
23—Ecclesiastical	{ ... }	2	Sweepers	...	8 0 0	16 0 0	11 0	22 0	12 0	24 0
		1	Chaukidar	...	8 0 0	8 0 0	11 0	11 0	12 0	12 0
		11	Servants	...	8 0 0	88 0 0	11 0	121 0	12 0	132 0
		16	Total	128 0 0	176 0	192 0
23—Ecclesiastical	{ ... }	2	Bhisties	...	8 0 0	16 0 0	11 0	22 0	12 0	24 0
		1	Chaukidar	...	8 0 0	8 0 0	11 0	11 0	12 0	12 0
		3	Total	24 0 0	33 0	36 0

Statement of proposition for revision of the pay of ordinary minials drawing Rs. 12 or less paid out of contingencies in C Districts—*contd.*

Office to which the proposition refers.	No.	Designation	PILSINI SOAM			PROPOSED SCALL.			PROPOSED BY RAI M. C. MITRA BAHADUR.		
			Pay.	Rs.	Total cost.	Pay.	Rs.	Total cost.	Pay.	Rs.	Total cost.
1	2	3	4	5	6	7	8	9			
24—Medical	<div> <div>...</div> <div>2</div> <div>1</div> <div>3</div> </div>	Sweepers	...	Rs. 16 0 0	Rs. 16 0 0	Rs. 11 0	Rs. 11 0	Rs. 11 0	Rs. 12 0	Rs. 12 0	Rs. 24 0
		Cook	...	Rs. 8 0 0	Rs. 8 0 0	Rs. 11 0	Rs. 11 0	Rs. 11 0	Rs. 12 0	Rs. 12 0	Rs. 12 0
		Total	...	Rs. 24 0 0	Rs. 24 0 0	Rs. 22 0	Rs. 22 0	Rs. 22 0	Rs. 24 0	Rs. 24 0	Rs. 36 0
	4	Total	...	Rs. 30 0 0	Rs. 30 0 0	Rs. 48 0	Rs. 48 0	Rs. 48 0	Rs. 52 0	Rs. 52 0	Rs. 52 0
32—Miscellaneous	<div> <div>...</div> <div>2</div> <div>1</div> <div>1</div> </div>	Khitmutdars	...	Rs. 20 0 0	Rs. 20 0 0	Rs. 13 0	Rs. 13 0	Rs. 13 0	Rs. 14 0	Rs. 14 0	Rs. 28 0
		Sweepers	...	Rs. 8 0 0	Rs. 8 0 0	Rs. 11 0	Rs. 11 0	Rs. 11 0	Rs. 12 0	Rs. 12 0	Rs. 12 0
		Chakdar	...	Rs. 8 0 0	Rs. 8 0 0	Rs. 11 0	Rs. 11 0	Rs. 11 0	Rs. 12 0	Rs. 12 0	Rs. 12 0
	4	Total	...	Rs. 30 0 0	Rs. 30 0 0	Rs. 48 0	Rs. 48 0	Rs. 48 0	Rs. 52 0	Rs. 52 0	Rs. 52 0
42—Irrigation	<div> <div>...</div> <div>9</div> <div>2</div> <div>20</div> </div>	Sweepers	...	Rs. 16 0 0	Rs. 16 0 0	Rs. 11 0	Rs. 11 0	Rs. 11 0	Rs. 12 0	Rs. 12 0	Rs. 24 0
		Guards	...	Rs. 16 0 0	Rs. 16 0 0	Rs. 11 0	Rs. 11 0	Rs. 11 0	Rs. 12 0	Rs. 12 0	Rs. 24 0
		Patrols	...	Rs. 160 0 0	Rs. 160 0 0	Rs. 11 0	Rs. 11 0	Rs. 11 0	Rs. 12 0	Rs. 12 0	Rs. 240 0
	24	Total	...	Rs. 192 0 0	Rs. 192 0 0	Rs. 264 0	Rs. 264 0	Rs. 264 0	Rs. 288 0	Rs. 288 0	Rs. 288 0

Statement of proposition for revision of pay of temporary menials in A districts—contd

Office to which the proposition refers	No	Description	PILSANI SCALE.		PROPOSED SCALE.		PROPOSED BY RAJ M G MISHRA BAHADUR	
			Pay	Total cost	Pay	Total cost	Pay.	Total cost.
1	2	3	4	5	6	7	8	9
18—General Administration.	1	Dutty ..	Rs. A P	Rs. A P	Rs. A	Rs. A	Rs. A	Rs. A
	3	Peons ..	11 0 0	11 0 0	15 0	15 0	16 0	16 0
	11	Pickers ..	11 0 0	33 0 0	15 0	45 0	15 0	45 0
	6	Lascars ...	9 0 0	99 0 0	12 0	132 0	15 0	165 0
	21	Total	11 0 0	66 0 0	15 0	90 0	16 0	90 0
19A—Law and Justice	10	Peons ...	11 0 0	110 0 0	15 0	150 0	15 0	150 0
	3	Bukandazes ..	11 0 0	33 0 0	15 0	45 0	15 0	45 0
	..	Dutties ..	11 0 0	33 0 0	15 0	45 0	16 0	48 0
	3	Dumwans ...	11 0 0	33 0 0	15 0	45 0	15 0	45 0
	19	Total	11 0 0	209 0 0	285 0	288 0
19B—Jails	6	Peons ..	11 0 0	66 0 0	15 0	90 0	15 0	90 0
	1	Dutty ...	11 0 0	11 0 0	15 0	15 0	16 0	16 0
	2	Dumwans ...	11 0 0	22 0 0	15 0	30 0	15 0	30 0
	9	Total	99 0 0	135 0	136 0

Statement of proposition for revision of pay of temporary menials in A districts—*contd*

Office to which the proposition refers	No	Dist., taluk	PRESENT SCALE		PROPOSED SCALE		PROPOSED BY RAI M G MILRA BHADURI	
			Pay	Total cost	Pay	Total cost	Pay.	Total cost
			4	5	6	7	8	9
26—Scientific	{ ... }	...	Rs. A. L.	Rs. A. P.	Rs. A.	Rs. A.	Rs. A.	Rs. A.
			11 0 0	616 0 0	15 0	840 0	15 0	840 0
			12 0 0	12 0 0	15 0	15 0	16 0	16 0
			11 0 0	11 0 0	15 0	15 0	16 0	16 0
	5s	Total	..	639 0 0	...	870 0	872 0
30—Stationery and Printing.	{ ... and }	...	11 0 0	77 0 0	15 0	105 0	15 0	105 0
			11 0 0	44 0 0	15 0	60 0	15 0	60 0
			121 0 0	165 0	165 0
		Total
	11							
42—Irrigation	{ ... }	...	11 0 0	22 0 0	15 0	30 0	15 0	30 0
			11 0 0	22 0 0	15 0	30 0	15 0	30 0
			11 0 0	77 0 0	15 0	105 0	15 0	105 0
			11 0 0	11 0 0	15 0	15 0	15 0	15 0
			10 0 0	10 0 0	13 0	13 0	15 0	15 0
			11 0 0	187 0 0	14 0	238 0	15 0	255 0
	17							

8	Dak-runners	11 0 0	58 0 0	14 0	112 0	15 0	120 0
3	Gauges readers	11 0 0	33 0 0	14 0	12 0	15 0	45 0
41	Total	450 0 0	...	585 0	...	615 0
4	Peons	11 0 0	44 0 0	15 0	60 0	15 0	60 0
1	Dunwain	11 0 0	11 0 0	15 0	15 0	15 0	15 0
2	Manghals	12 0 0	24 0 0	15 0	70 0	15 0	30 0
1	Manghals	11 0 0	11 0 0	15 0	15 0	15 0	15 0
8	Khalasas	12 0 0	96 0 0	14 0	120 0	15 0	120 0
1	Khalasas	11 0 0	11 0 0	14 0	14 0	15 0	15 0
10	Khalasas	11 0 0	110 0 0	14 0	140 0	15 0	150 0
1	Bhandary	12 0 0	12 0 0	14 0	14 0	15 0	15 0
3	Bhandaryas	11 0 0	33 0 0	14 0	42 0	15 0	45 0
2	Dughlunon	9 0 0	18 0 0	12 0	24 0	15 0	30 0
1	Buckindly	11 0 0	11 0 0	14 0	15 0	15 0	15 0
1	Tiesme-gard	11 0 0	11 0 0	15 0	15 0	15 0	15 0
1	Diver	12 0 0	12 0 0	15 0	15 0	15 0	15 0
1	Do	10 0 0	10 0 0	13 0	13 0	15 0	15 0
2	Tundals	12 0 0	24 0 0	15 0	30 0	15 0	30 0
6	Dak-runners	11 0 0	66 0 0	14 0	84 0	15 0	90 0
45	Total	504 0 0	...	617 0	...	675 0

Statement of proposition for revision of pay of temporary menials in A Districts—*contd.*

Office to which the proposition refers.	No	Designation	PROPOSED SCALING.			PROPOSED SCALING.			PROPOSED BY RAY M. C. MITRA BAHADUR.	
			Pay		Total cost.	Pay.		Total cost.	Pay.	Total cost.
			4	5		6	7		8	9
	2	3								
45—Public Works	47	Peons	Rs. A. L.	Rs. A. P.		Rs. A.	Rs. A.		Rs. A.	Rs. A.
	3	Dumwans	11 0 0	517 0 0	...	15 0	705 0	...	15 0	705 0
	3	Dufties	11 0 0	33 0 0	...	15 0	45 0	...	15 0	45 0
	2	Chaukidars	11 0 0	33 0 0	...	15 0	45 0	...	16 0	48 0
	1	Khadasi	9 0 0	18 0 0	...	12 0	24 0	...	15 0	30 0
	56	Total	12 0 0	12 0 0	...	15 0	15 0	...	15 0	15 0
			613 0 0	834 0	843 0
		GRAND TOTAL	...	4,403 0 0	5,911 0	6,118 0

Rs. 1,508 18 008
Total cost of revision of pay of temporary menials in A Districts

Statement of proposition for revision of pay of temporary menials in B Districts.

8	Peons	...	12 0 0	96 0 0	...	13 0	104 0	...	14 0	112 0
22	Do.	...	11 0 0	242 0 0	...	13 0	286 0	...	14 0	308 0
197	Do.	...	10 0 0	1,970 0 0	...	13 0	2,561 0	...	14 0	2,758 0
442	Do.	...	10 0 0	4,420 0 0	...	13 0	5,746 0	...	14 0	6,188 0

Statement of proposition for revision of pay of temporary menials in B districts—*contd*

Office to which the proposition refers.	No	Designation	PROPOSED SCALE		PROPOSED SCALE		PROPOSED BY RAI M. C. MIRA BAHADUR	
			Pay	Total cost	Pay	Total cost	Pay	Total cost
	2	3	4	5	6	7	8	9
12—Registration	2	Dakwalas	10 0 0	20 0 0	13 0	26 0	14 0	28 0
	2	Drift-Watchers	10 0 0	20 0 0	13 0	26 0	14 0	28 0
	1	Drift-watcher	9 0 0	9 0 0	12 0	12 0	14 0	14 0
	3	Patrol-watchers	9 0 0	27 0 0	12 0	36 0	14 0	42 0
	328	Total	..	3,261 0 0	...	4,509 0	...	4,592 0
18—General Administration	12	Peons	10 0 0	190 0 0	13 0	247 0	14 0	168 0
	2	Goods	10 0 0	20 0 0	13 0	26 0	14 0	28 0
	4	Duffies	10 0 0	40 0 0	13 0	52 0	14 0	56 0
	25	Total	250 0 0	...	325 0	...	252 0
	1	Guard	9 0 0	9 0 0	12 0	12 0	14 0	14 0
19A—Law and Justice	5	Chaukidars	9 0 0	15 0 0	12 0	60 0	14 0	70 0
	4	Peons	20 0 0	40 0 0	13 0	52 0	14 0	56 0
	9	Total	85 0 0	...	112 0	...	126 0

Statement of proposition for revision of pay of temporary menials in B districts—*concl'd.*

Office to which the proposition refers.	No.	Description	PROPOSED SALARY		PROPOSED SALARY		PROPOSED BY RAI M. C. MIRA BHADUR	
			Pay.	Total cost.	Pay.	Total cost.	Pay.	Total cost.
1	2		4	5	6	7	8	9
26—Scientific, etc. ...	3	Proms ...	Rs. A. I.	Rs. A. I.	Rs. A.	Rs. A.	Rs. A.	Rs. A.
	1	Dumw ...	10 0 0	30 0 0	13 0	39 0	14 0	42 0
	1	Chakladu ...	10 0 0	10 0 0	13 0	13 0	14 0	14 0
	1	Mallas ...	9 0 0	9 0 0	12 0	12 0	14 0	14 0
	2	Mallas ...	9 0 0	18 0 0	14 0	28 0	14 0	28 0
	7	Total	67 0 0	92 0	92 0
43—Irrigation ...	1	Munjab ...	12 0 0	12 0 0	14 0	14 0	14 0	14 0
	7	Manglas ...	10 0 0	70 0 0	14 0	98 0	14 0	78 0
	77	Do. ...	10 0 0	770 0 0	14 0	1,078 0	14 0	1,078 0
	23	Peons ...	10 0 0	230 0 0	13 0	299 0	14 0	322 0
	4	Gauze-readers ...	10 0 0	40 0 0	13 0	52 0	14 0	56 0
	1	Traffic pistol ...	10 0 0	10 0 0	13 0	13 0	14 0	14 0
	1	Ditto ...	9 0 0	9 0 0	12 0	12 0	14 0	14 0
	1	Guard ...	10 0 0	10 0 0	13 0	13 0	14 0	14 0
	4	Guards ...	9 0 0	36 0 0	12 0	48 0	14 0	56 0
	3	Burkandazes ...	10 0 0	30 0 0	13 0	39 0	14 0	42 0
	1	Bhandary ...	11 0 0	11 0 0	14 0	14 0	14 0	14 0

Statement of proposition for revision of pay of temporary menials in C districts.

Office to which the proposition refers.		No.	Designation.	PRESENT SCALE.			PROPOSED SCALE.			PROPOSED BY RAI M. C. MITRA BARADUR.		
1	2	3	4	Pay.	Rs. A. P.	Total cost.	Pay.	Rs. A.	Total cost.	Pay.	Rs. A.	Total cost.
				1		5	6		7	8		9
3—Land Revenue	1	Peon	...	Rs. A. P.	Rs. A. P.	Rs. A.	Rs. A.	Rs. A.	Rs. A.	Rs. A.	Rs. A.	Rs. A.
	263	Peon	...	12 0 0	12 0 0	12 0 0	12 0	12 0	12 0	13 0	13 0	13 0
	1	Duffy	...	9 0 0	2,367 0 0	2,367 0 0	12 0	12 0	3,155 0	13 0	13 0	3,419 0
	1	Do	...	10 0 0	10 0 0	10 0 0	12 0	12 0	12 0	13 0	13 0	13 0
	2	Duffins	...	9 0 0	9 0 0	9 0 0	12 0	12 0	12 0	13 0	13 0	13 0
	6	Inkmen	...	9 0 0	18 0 0	18 0 0	12 0	21 0	21 0	13 0	13 0	26 0
	5	Guards	...	5 0 0	18 0 0	18 0 0	11 0	66 0	66 0	13 0	13 0	78 0
	1	Talsildar	...	8 0 0	10 0 0	10 0 0	11 0	55 0	55 0	13 0	13 0	65 0
	1	Chauhan	...	10 0 0	10 0 0	10 0 0	13 0	13 0	13 0	13 0	13 0	13 0
	1	Mangli	...	9 0 0	9 0 0	9 0 0	12 0	12 0	12 0	13 0	13 0	13 0
	282	Total	2,532 0 0	2,532 0 0	...	3,374 0	3,374 0	...	3,665 0	3,665 0	
12—Registration	18	Peons	...	9 0 0	162 0 0	162 0 0	12 0	216 0	216 0	13 0	234 0	234 0
	11	Guards	...	8 0 0	88 0 0	88 0 0	11 0	121 0	121 0	13 0	143 0	143 0
	1	Duffy	...	9 0 0	9 0 0	9 0 0	12 0	12 0	12 0	13 0	13 0	13 0
	30	Total	259 0 0	259 0 0	...	349 0	349 0	...	390 0	390 0	

19B—Jails	...	1	Cowboy	...	8	0	0	8	0	0	11	0	11	0	13	0	13	0
23—Ecclesiastical	...	1	Beaver	...	9	0	0	9	0	0	12	0	12	0	13	0	13	0
32—Miscellaneous	...	1	Chaukidar	...	10	0	0	10	0	0	13	0	13	0	13	0	13	0
42—Irrigation	...	2	Peons	...	9	0	0	18	0	0	12	0	24	0	13	0	26	0
		2	Dutwans	...	9	0	0	18	0	0	12	0	24	0	13	0	26	0
		1	Maughi	...	10	0	0	10	0	0	12	0	12	0	13	0	13	0
		5	Maughis	...	9	0	0	45	0	0	12	0	60	0	13	0	65	0
		1	Dandy	...	9	0	0	9	0	0	12	0	12	0	13	0	13	0
		2	Bhandarans	...	9	0	0	18	0	0	12	0	24	0	13	0	26	0
		4	Khalasis	...	11	0	0	44	0	0	12	0	48	0	13	0	52	0
		13	Do.	...	9	0	0	117	0	0	12	0	156	0	13	0	169	0
		8	Dak-runners	...	9	0	0	72	0	0	12	0	96	0	13	0	104	0
		1	Gauge-re det	...	10	0	0	10	0	0	13	0	13	0	13	0	13	0
		2	Gauge-raders	...	9	0	0	18	0	0	12	0	24	0	13	0	26	0
		1	En_line driver	...	12	0	0	12	0	0	15	0	15	0	13	0	13	0
		42	Total	391	0	0	508	0	546	0
43—Irrigation	...	6	Dak-runners	...	9	0	0	54	0	0	12	0	72	0	13	0	78	0
		1	Maughi	...	9	0	0	9	0	0	12	0	12	0	13	0	13	0
		7	Total	63	0	0	84	0	91	0
45B—Public Works	...	5	Peons	...	9	0	0	45	0	0	12	0	60	0	13	0	65	0
			Grand Total	3,317	0	0	4,411	0	4,797	0

Rs.
Extra cost per m. annum 1,024
" " " annum 13,158

Menials on special rates of pay.

PRESENT SCALE				PROPOSED SCALE				PROPOSED BY RAI M. C. MITRA BAHADUR				
Designation.	Pay.	No	Average	Total	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total
1	2	3	4	5	6	7	8	9	10	11	12	13
Commissioner of Police, Calcutta—	Rs.		Rs. A. I.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.	Rs. A. P.		Rs. A. P.	Rs. A. P.
	15	1	15 0 0	20— $\frac{1}{4}$ —27	1	22 10 11	22 9 0	20— $\frac{1}{2}$ —32	1	25 3 2	25 3 2
	15—1—20	1	18 12 0	20— $\frac{1}{2}$ —25	1	22 1 4	22 1 4	20— $\frac{1}{2}$ —32	1	25 3 2	25 3 2
	12—1—15	1	14 8 9	14 8 9	15— $\frac{1}{2}$ —19	2	17 0 0	34 0 0	20— $\frac{1}{2}$ —22	2	21 9 7	43 3 2
	15— $\frac{1}{2}$ —18	1	17 3 2	17 3 2								
Total	...	4	65 7 11	4	78 10 4	3	93 9 6
Small Cause Court Calcutta—												
Court Overseer	15	1	15 0 0	20— $\frac{1}{2}$ —32	1	25 3 2	25 3 2	20— $\frac{1}{2}$ —32	1	25 3 2	25 3 2
Registrar, Co operative Societies—												
Record-suppliers	10— $\frac{1}{2}$ —20	2	15 0 0	30 0 0	20—3—27	2	22 9 0	45 2 0	20— $\frac{1}{2}$ —32	2	25 3 2	50 6 4
Daftry	10— $\frac{1}{2}$ —15	1	13 5 4	13 5 4	15— $\frac{1}{2}$ —1	19	17 0 0	17 0 0	16— $\frac{1}{2}$ —22	1	18 9 7	18 9 7
Maujui	15	1	...	15 0 0	19, 20, 21	1	20 2 8	29 2 8	19, 20, 21	1	20 2 8	20 2 8
Total	...	4	58 5 4	4	82 4 8	4	89 2 7

Superintendent, Civil Veterinary Department—	10— ¹ / ₂ —15	1	13 5 4	13 5 4	15— ¹ / ₂ —19	1	17 0 0	17 0 0	16— ¹ / ₂ —22	1	18 9 7	18 9 7
Duftry and Record-supplier.												
Director of Land Records—												
Record-supplier ...	15— ¹ / ₂ —20	1	18 5 4	18 5 4	20— ¹ / ₂ —27	1	22 9 0	22 9 0	20— ¹ / ₂ —32	1	25 3 2	25 3 2
Duftry ...	10— ¹ / ₂ —15	1	13 5 4	13 5 4	15— ¹ / ₂ —19	1	17 0 0	17 0 0	16— ¹ / ₂ —22	1	18 9 7	18 9 7
Total ...		2		31 10 8		2		39 9 0		2		43 12 9
Agent for Government Consignments—												
Jamadars ...	14— ¹ / ₂ —20	4	18 3 2	72 12 8	15— ¹ / ₂ —19	4	17 0 0	68 0 0	20— ¹ / ₂ —22	4	21 9 7	86 6 4
Book Depot—												
Record-suppliers	15— ¹ / ₂ —25	4	20 0 0	80 0 0	20— ¹ / ₂ —27	4	22 9 0	90 4 0	20— ¹ / ₂ —32	4	25 3 2	100 12 8
Head duftry ...	20	1†	...	20 0 0	20— ¹ / ₂ —27	1	22 9 0	22 9 0	20— ¹ / ₂ —32	1	25 3 2	25 3 2
Duftries ...	12	6†	...	72 0 0	15— ¹ / ₂ —19	6	17 0 0	102 0 0	16— ¹ / ₂ —22	6	18 9 7	111 9 6
Total ...		11		172 0 0		11		214 13 0		11		237 9 4
Board of Revenue—												
Record-suppliers	15— ¹ / ₂ —25	6	20 0 0	120 0 0	20— ¹ / ₂ —32	6	25 3 2	151 3 2	20— ¹ / ₂ —35	1	31 4 0	187 8 0
Duftries ...	15— ¹ / ₂ —25	3	20 0 0	60 0 0	20— ¹ / ₂ —27	3	22 9 0	67 11 0	20— ¹ / ₂ —32	3	25 3 2	75 9 6
Jamadar ...	14— ¹ / ₂ —20	1	18 3 2	18 3 2	20— ¹ / ₂ —24	1	22 12 9	22 2 9	20— ¹ / ₂ —25	1	23 12 9	23 12 9
Total ...		10		198 3 2		10		241 0 11		10		256 14 3

The money if disbursed may be allowed to draw Rs. 16—¹/₂—17.
 These statements do not show all the natives employed in the different offices, but only certain miscellaneous classes.
 † The present incumbents should be allowed to draw Rs. 15—¹/₂—31.
 ‡ These posts are now temporary, but Government have agreed to make them permanent.

Menials on special rates of pay—contd.

Designation.	PRESENT STATUS			PROPOSED STATUS			STATUS PROPOSED BY RAI M. C. MISHRA BAHADUR.		
	Pay.	No.	Average	Total.	Pay.	No.	Average	Total.	
1	2	3	4	5	6	7	8	9	
Registrar, Joint Stock Companies— Dutty and Record- supplier.	Rs 10— $\frac{1}{2}$ —15	1	Rs 13 5 4	13 5 4	Rs 15— $\frac{1}{2}$ —19	1	Rs 17 0 0	Rs. A. P. 17 0 0	
Director of Public In- struction— Record Duties ...	10— $\frac{1}{2}$ —20	2	15 0 0	30 0 0	20— $\frac{1}{2}$ —27	2	22 9 0	45 2 0	
Ditto ...	10— $\frac{1}{2}$ —15	4	13 5 4	53 5 4	15— $\frac{1}{2}$ —19	4	17 0 0	68 0 0	
Total	6	83 5 4	...	6	113 2 0	
Protector of Emigrants									
Dutty ...	10— $\frac{1}{2}$ —15	1	13 5 4	13 5 4	15— $\frac{1}{2}$ —19	2	17 0 0	34 0 0	
Durwan ...	15	1	15 0 0	
Total	2	28 5 4	2	34 0 0	
Director of Public Health— Record-supplier ...	15— $\frac{1}{2}$ —20	1	18 5 4	18 5 4	20— $\frac{1}{2}$ —27	1	22 9 0	22 9 0	
Surgeon-General with the Government of Bengal— Record-suppliers	15— $\frac{1}{2}$ —20	2	18 5 4	36 10 8	20— $\frac{1}{2}$ —27	2	22 9 0	45 2 0	
Dutty ...	15— $\frac{1}{2}$ —20	1	18 5 4	18 5 4	15— $\frac{1}{2}$ —19	2	17 0 0	34 0 0	
Janadar ...	12— $\frac{1}{2}$ —15	1	14 3 2	14 3 2	
Total	4	69 3 2	4	79 2 0	

Collector of Customs, Chittagong—	15	2	...	30 0 0	13—1—17	2	15 0 0	30 0 0	14—1—19	2	16 1 4	32 2 8
Jamadar
Carpenter	15	1	...	15 0 0	25—2—35	1	32 8 0	32 8 0	25—2—35	1	32 8 0	32 8 0
Manjhi	15	1	...	15 0 0	19—2—21	1	20 2 8	20 2 8	19—20—21	1	20 2 8	20 2 8
Total	...	4	...	60 0 0	...	4	...	62 10 8	...	4	...	84 13 4
Inspector-General of Prisons—	15— $\frac{1}{2}$ —20	1	18 5 4	18 5 4	20— $\frac{1}{2}$ —27	1	22 9 0	22 9 0	20— $\frac{1}{2}$ —32	1	25 3 2	25 3 2
Record-supplier ...	10— $\frac{1}{2}$ —15	1	13 5 4	13 5 4	15— $\frac{1}{2}$ —19	1	17 0 0	17 0 0	16— $\frac{1}{2}$ —22	1	18 9 7	18 9 7
Dufry	...	2	...	31 10 8	...	2	...	33 9 0	...	2	...	43 12 9
Total
Inspector-General of Registration—	10— $\frac{1}{2}$ —20	1	15 0 0	15 0 0	20— $\frac{1}{2}$ —27	1	22 9 0	22 9 0	20— $\frac{1}{2}$ —32	1	25 3 2	25 3 2
Record-supplier ...	10— $\frac{1}{2}$ —15	1	13 5 4	13 5 4	15— $\frac{1}{2}$ —19	1	17 0 0	17 0 0	16— $\frac{1}{2}$ —22	1	18 9 7	18 9 7
Ditto	15— $\frac{1}{2}$ —18	1	17 3 2	17 3 2	13— $\frac{1}{2}$ —17†	1	15 0 0	15 0 0	15— $\frac{1}{2}$ —2, †	1	17 8 0	17 8 0
Dufry in the Barisal Registration Office.	...	3	...	45 8 6	...	3	...	54 9 0	...	3	...	61 4 9
Total
Calcutta Collectorate—	12— $\frac{1}{2}$ —15	1	14 3 2	14 3 2	15— $\frac{1}{2}$ —19	5	17 0 0	80 0 0	16— $\frac{1}{2}$ —22	5	18 9 7	92 15 11
Book-binder	12— $\frac{1}{2}$ —15	1	14 3 2	14 3 2
Jamadar	12— $\frac{1}{2}$ —15	2	14 3 2	28 6 4
Head paper sorter	12— $\frac{1}{2}$ —15	1	14 3 2	14 3 2
Head postman	...	5	...	70 15 10	...	5	...	55 0 0	...	5	...	92 15 11
Total

* Present in, under the old Rs. 10.
† Present in, under the old Rs. 10.

Mentals on special rates of pay—contd.

Designation	PRESENT SCALE.				PROPOSED SCALE.				SCALE PROPOSED BY RAI M. C. MIRA BAHADUR.			
	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9	10	11	12	13
Presidency Godown—	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Jamadar	18	1	...	18 0 0	15—1—19	2	17 0 0	34 0 0	15—1—20	2	17 8 0	35 0 0
Nail Jamadar	14	1	...	14 0 0								
Total		2		32 0 0		2		34 0 0		2		35 0 0
Collector of Income- tax—												
Jamadar	12—1—15	1	14 8 9	14 8 9	15—1—19	1	17 0 0	17 0 0	15—1—20	1	17 8 0	17 8 0
Legislative Depart- ment—												
Duffries	15—1—25	3	20 0 0	60 0 0	20—1—27	3	22 9 0	67 11 0	20—1—32	3	25 3 2	75 9 6
Jamadar	14—1—20	1	18 3 2	18 3 2	20—1—24	1	22 10 11	22 10 11	21—1—25	1	23 12 9	23 12 9
Total		4		72 3 2		4		90 5 11		4		99 6 3
Administrator-General and Official Trustee—												
Collecting durwan	21-2	1	...	21 8 0	20—1—30	1	24 2 8	24 2 8	20—1—32		25 3 2	25 3 2

Assistant Collecting durwan.	12	1	...	12 0 0	15—1—19	10	17 0 0	170 0 0	15—1—20	3	17 1 4	51 4 0
Durwans	5	2	...	19 0 0					20—2—22	2	21 9 7	43 3 2
Jamadar	18	1	...	18 0 0					15—1—20	4	17 8 0	70 0 0
Do.	14	1	...	14 0 0								
Duftry	16	1	...	16 0 0								
Do.	12	1	...	12 0 0								
Duftries	5 8	2	...	11 0 0								
Chapasi	12—1—15	1	14 3 2	14 3 2					15—1—20	1	17 1 4	17 1 4
Total		11		123 11 2		11		194 2 8		11		206 11 8
Juvenile Court and House of Deten- tion—												
Jamadar	13—1—16	1	15 8 9	15 8 9		1	17 0 0	17 0 0	15—1—20	1	17 1 4	17 1 4
Assistant Inspectress of Schools, 24 Parganas, Jessore and Khulna—												
Orderly	10—1—15	1	13 5 4	13 5 4		1	17 0 0	17 0 0	15—1—20	1	17 1 4	17 1 4
Assistant Inspectress for Muhamadan Education, Zenana work (Presidney and Budwan Divisions)—												
Orderly	12—1—15	1	14 3 2	14 3 2		1	17 0 0	17 0 0	15—1—20	1	17 1 4	17 1 4
Hindu Female Training School—												
Jhees	8	3	...	24 0 0		12 3	...	36 0 0		3	...	36 0 0

Mentals on special rates of pay—contd.

Designation	PREVIOUS PAY			PROPOSED SCALE			PROPOSED BY RAI M C. MITRA BAHADUR.		
	Pay	No	Average	Pay	No	Average	Pay	No	Total
1	2	1	4	6	7	5	10	11	13
Legal Remembrancer—									
Jamadar	Rs 14—3—20	1	15 3 2	15—1—24	1	Rs 22 12 9	Rs 21—1—25	1	Rs 23 12 9
Director of Fisheries—									
Duftry	12—1—20	1	16 8 6	15—1—19	1	17 0 0	16—1—22	1	18 9 7
Port Office, Calcutta—									
Jamadar	14—1—20	1	15 3 2	15—1—19	1	17 0 0	15 1—20	1	17 1 4
Medical College—									
Hospital—									
Dormans	14 12		16 8 0 0	15—1—19	12	17 0 0	15—1—20	12	17 1 4
Clothiers	16 2		6 0 0	22 2		...	22	3	66 0 0
Clothier	17 1		17 0 0	20 1		...	30	2	60 0 0
Electric Mechanic	25 1		25 0 0	0 2		...			
Native Engineer	25 1		25 0 0			...			
Total		14	271 0 0		17		...	17	331 0 0
Medical College—									
Duftry	14 1		14 0 0	15—1—19	1	17 0 0	16—1—22	1	18 9 7
Inspector	20—1—35	1	28 12 0	20—1—35	1	28 12 0	20—1—35	1	28 12 0
Mistri	25—1—30	1	28 12 0	25—1—30	1	28 12 0	25—1—30	1	28 12 0
Total		3	71 8 0		3	3	76 1 7

Menials on special rates of pay—contd

PRESENT SCALE				PROPOSED SCALE				PROPOSED BY RAI M. C. MITRA BAHADUR.				
Designation	Pay	No.	Average	Total	Pay.	No.	Average	Total	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9	10	11	12	13
Campbell Medical School—	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Drifty	14	1	...	14 0 0	16—1—22	1	18 9 7	18 9 7
Peons	14	2	...	28 0 0	15—1—19	10	17 0 0	170 0 0	15—1—20	9	17 1 4	153 12 0
Barwans	14	2	...	28 0 0								
Beaters	14	5	...	70 0 0								
Cutter	16	1	...	16 0 0	20—1—25	1	23 12 0	23 12 0	20—1—25	1	23 12 0	23 12 0
Engine-driver	30	1	...	30 0 0	36	1	...	36 0 0	36	1	...	36 0 0
Total		12		186 0 0		12		229 12 0		12		232 1 7
Bhowaniput Lunatic Asylum—												
Head-keeper	20—1—25	1	23 12 0	23 12 0	25—1—30	1	23 12 0	28 12 0	25—1—30	1	23 12 0	23 12 0
Keepers	10—1—15	3	13 12 0	41 4 0								
Barwan	10—1—15	1	13 12 0	13 12 0	15—1—20	5	17 0 0	85 0 0	15—1—20	5	17 1 4	85 6 8
Peon	10—1—12	1								
Total		6		78 12 0		6		113 12 0		6		109 2 8
Custom House, Calcutta—												
Running peons	15—18	10	16 8 0	165 0 0	15—1—19	10	17 0 0	170 0 0	15—1—20	10	17 1 4	170 13 4
Total	

Agriculture	Department	15	1	...	15	13-1-17	1	15 0 0	15 0 0	16-1-22	1	18 9 7	18 9 7
Duffry	...	15	1	...	15	13-1-17	1	15 0 0	15 0 0	16-1-22	1	18 9 7	18 9 7
Record-suppliers	...	10-1-15	1	13 5 4	13 5 4	18-1-25	1	20 9 0	20 9 0	20-1-32	1	25 3 2	25 3 2
Laboratory servants	...	15	3	...	45 0 0	20-1-30	4	26 4 0	105 0 0	20-1-30	4	26 4 0	105 0 0
Preparer	...	20	1	...	20 0 0	1-35				1-35			
Total	...		6	...	55 5 4		6		140 9 0		6		148 12 9
Inspector-General of Police	...												
Record-suppliers	...	15-1-20	3	18 5 4	55 0 0	20-1-27	3	22 9 0	67 1 0	20-1-32	3	25 3 2	75 9 6
Duffries	...	10-1-15	2	12 5 4	26 10 8	15-1-19	2	17 0 0	34 0 0	16-1-22	2	18 9 7	37 3 2
Total	...		5		81 10 8		5		101 11 0		5		112 12 8
Offices subordinate to the Inspector-General of Police	...												
Carter	...	15	1	...	15 0 0	18	1	...	18 0 0	18	1	...	18 0 0
Mahut	...	16	2	...	32 0 0	18	2	...	36 0 0	18	2	...	36 0 0
"	...	14	4	...	56 0 0	16	4	...	64 0 0	16	4	...	64 0 0
Manjhi	...	16	1	...	16 0 0	19-20-21	1	20 2 8	20 2 8	19 20-21	1	20 2 8	20 2 8
Mallehs	...	13	2	...	26 0 0	14-1-18	2	16 0 0	32 0 0	14-1-19	2	16 1 1	32 2 8
Jamadars mahut	...	18-1-24	1	22 6 5	22 6 5	20-1-26	1	24 6 5	24 6 5	20-1-26	1	24 6 5	24 6 5

Lichlos Rev. 4 for Campbell Hospital.

Menials or special rates of pay—*concl'd*

Description	PRESENT SCALE			PROPOSED SCALE			PROPOSED BY RAI M G MITRA BAHADUR.		
	No	Pay	Total	No	Pay	Total	No	Pay	Total
1	3	4		7	8	9	11	10	13
Offices subordinate to the Inspector General of Police— <i>concl'd</i>									
Lampman	50	Rs	1 0 0	1	1 4	Rs 1 1	55	Rs	Rs 1 1
Jamadar sweeper	20		20 0 0	21		21 0 0	1		55 0 0
Sweeper	14		14 0 0	16		32 0 0	2		21 0 0
Hospital warders	10		10 0 0	20		162 0 0	9		32 0 0
		Plus ward allowance of Rs 2							20 0 0
									(Including ward allowance)
Total	24		54 0 5	34		464 9 1	24		482 11 9
Chief Engineer, Public Health Department—									
Dutry	10—1—15	13 12 0	13 12 0	1	15 1 1	17 0 0	1	16—1—22	18 9 7
Secretariat Room—									
Record suppliers	15—1—25	20 0 0	400 0 0	20	20—1—32	25 3 2	20	25—1—35—1—40	625 0 0
Dutry	15—1—25	20 0 0	20 0 0	1	20—1—27	22 9 0	1	20—1—32	25 3 2
Total	21		420 0 0	21		526 9 0	21		650 3 2

Public Works Department additional classes of Menials.

PROPOSED BY RAI M C MIRA BAHADUR				PROPOSED S AIR				PROPOSED S AIR			
Designation	Pay	No	Average	Total	Pay	No	Average	Total	Pay	No	Average
1	2	3	4	5	6	7	8	9	10	11	12
Superintending Engineer, Eastern Circle—	R										
Deputy	15	1		15 0 0	15—1—19	1	17 0 0	17 0 0	15—1—20	1	17 8 0
Superintending Engineer, South Western Circle—											
Record supplies.	19—1—15	1	14 3 2	14 3 2	15—1—19	1	17 0 0	17 0 0	15—1—20	1	17 8 0
Deputy	12—1—15	3	14 3 2	42 6 6	15—1—19	3	17 0 0	51 0 0	15—1—20	3	17 8 0
Total		4		56 12 8		4		68 0 0		4	
Superintending Engineer, Presidency Circle—											
Record supplies	12—1—15	1	14 3 2	14 3 2	15—1—19	1	17 0 0	17 0 0	16—1—22	6	16 9 7
Deputies	12—1—15	5	14 3 2	71 0 0	15 19	5	17 0 0	85 0 0		6	
Total		6		85 3 2		6		102 0 0			
Superintending Engineer, Central Circle—											
Record supplies.	12—1—15	1	14 3 2	14 3 2	15—1—19	1	17 0 0	17 0 0	15—1—20	1	17 8 0
Deputy	12—1—15	1	14 3 2	14 3 2	15—1—19	1	17 0 0	17 0 0	15—1—20	1	17 8 0
Total		2		28 6 4		2		34 0 0		2	

Commissioner, Burdwan Division—	12—15	14 6 4	14 6 4	13—1—14	15 0 0	15 0 0	20—2—22	21 8 6	21 8 6
Jamadar	1			1			1		
Weaving School, Serampore—									
Foreman for the dyeing class	20 1	20 0 0	20 0 0	25 1	25 0 0	25 0 0	25 1	25 0 0	25 0 0
Bardol Circuit-house—									
Bearer	16 1	16 0 0	16 0 0	17 1	15 0 0	15 0 0	17 1	16 1 4	16 1 4
Collector, Bakarganj—									
Manjhi	18 1	18 0 0	18 0 0	19—20—21	20 2 8	20 2 8	19—20—21	20 2 8	20 2 8
Boatmen	13 2	26 0 0	26 0 0	14—1—18	16 0 0	48 0 0	14 1—19	16 1 4	48 4 0
Do	14 1	14 0 0	14 0 0						
Total	4	55 0 0	55 0 0	4	65 2 8	65 2 8	4	65 6 8	65 6 8
Deputy Commissioner, Chittagong Hill Tracts—									
Armourer	20 1	20 0 0	20 0 0	25—1—30	27 1 4	27 1 4	25 1 30	27 1 4	27 1 4
Circuit house bearer at Chittagong	15 1	15 0 0	15 0 0	13—1—17	15 0 0	15 0 0	14—1—19	16 1 4	16 1 4
Collector, Tippera—									
Manjhi	15 1	15 0 0	15 0 0	19—20—21	20 2 8	20 2 8	19—20—21	20 2 8	20 2 8

Public Works Department additional classes of menials—contd

PRESENT SCALE.				CLOSED SCALE				PROPOSED BY RAI M. C. MIRA BAHADUR.				
Designation.	Pay	No.	Average.	Total	Pay.	No.	Average	Total	Pay.	No.	Average.	Total
1	2	3	4	5	6	7	8	9	10	11	12	13
Collector, Noakhali—	Rs		Rs. A. L.	Rs. A. L.	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Manjhi ...	14	1	...	14 0 0	19—20—21	1	20 2 8	20 2 8	19—20—21	1	20 2 8	20 2 8
Deputy Commissioner, Darjeeling—												
Literate duffay ...	15	1	...	15 0 0	15—1—19	1	17 0 0	17 0 0	15—1—20	1	17 8 0	17 8 0
Commissioner, Presidency Division—												
Jamadars ...	12—15	2	14 0 0	28 0 0	{	3	17 0 0	51 0 0	{	2	21 9 7	43 3 2
Duffay ...	10—1—15	1	13 5 4	13 5 4								
Total ...		3		41 5 4		3		51 0 0		3		61 12 9
Orderlies of Assistant Inspectresses of Schools, and of Inspectress of Schools, Dacca Circle.	12—1—15	11	14 3 2	156 2 10	{	4	17 0 0	68 0 0	{	11	17 1 4	187 11 8
						11		173 0 0		11		187 14 8

Principal, Bengal Veterinary College.

Designation.	Pay	No.	Average.	Total	Pay.	No.	Average.	Total	Pay.	No.	Average.	Total
1	2	3	4	5	6	7	8	9	10	11	12	13
Collector, Noakhali—	Rs		Rs. A. L.	Rs. A. L.	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Maunhi ...	14	1	...	14 0 0	19—20—21	1	20 2 8	20 2 8	19—20—21	1	20 2 8	20 2 8
Deputy Commissioner, Darjeeling—												
Literate duffry ...	15	1	...	15 0 0	15—1—19	1	17 0 0	17 0 0	15—1—20	1	17 8 0	17 8 0
Commissioner, Presidency Division—												
Jamadats ...	12—15	2	14 0 0	28 0 0	{	3	17 0 0	51 0 0	{	2	21 9 7	43 3 2
Duffry ...	10—1—15	1	13 5 4	13 5 4								
Total ...		3		41 5 4		3		51 0 0		3		61 12 9
Orderlies of Assistant Inspectresses of Schools and of Inspectress of Schools, Dacca Circle.	12—1—15	11	14 3 2	156 2 10	{	4	17 0 0	68 0 0	{	11	17 1 4	187 11 8
					13—1—17	7	15 0 0	105 0 0				
						11		173 0 0		11		187 14 8

Director of Surveys—Special Classes of menials or Inferior Technical Establishment.

Office—	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs. A. P.		
Poddars	15—1—20	2	18 12 0	37 8 0	20—1—25	2	22 1 4	44 2 8	20—1—32	2	25 3 2	50 6 4
Traverse Sections—												
Tindals	20	14	...	280 0 0	20	14	...	280 0 9	20	14	...	280 0 0
Do.	18	10	...	180 0 0	18	10	...	180 0 0	18	10	...	180 0 0
Do.	15	15	...	225 0 0	15	15	...	225 0 0	15	15	...	225 0 0
Mahs	13	15	...	195 0 0	13	15	...	195 0 0	13	15	...	195 0 0
Total		56		880 0 0		54		880 0 0		56		930 6 4
Drawing Office —												
Pressmen	11	4	...	44 0 0								
Grainer	12	1	...	12 0 0								
Do.	11	3	...	33 0 0								
Forme carriers	11	6	...	66 0 0								
Polishman	11	4	...	44 0 0								
Coater	12	1	...	12 0 0	14—15 — Nil to 11 2 —30	25	20 6 4	510 0 0	14—15 — Nil to 11 2 —30	25	20 6 4	510 0 0
Do.	11	2	...	11 0 0								
Time-keeper	12	1	...	12 0 0								
Gunners	11	1	...	22 0 0								
Inkman	12	1	...	12 0 0								
Do.	11	1	...	11 0 0								
Mistri	40	1	...	40 0 0	40—1—45	1	43 12 0	43 12 0	40—1—45	1	43 12 0	43 12 0
Total		26		319 0 0		26		553 12 0		26		553 12 0
GRAND TOTAL		82		1,236 8 0		82		1,477 14 8				1,484 2 4

Imperial Bar 11 25, Probation, 1884

Government Gardens, Calcutta.

PRESENT SCALE.					PROPOSED SCALE.					PROPOSED BY RAI M. C. MITRA BAHADUR.				
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.		
1	2	3	4	5	6	7	8	9	10	11	12	13		
Eden Garden, Calcutta— Head Mali	Rs. 55	1	Rs. A. P. ...	Rs. A. P. 55 0 0	Rs. 50—2—70	1	Rs. A. P. 63 5 4	Rs. A. P. 63 5 4	Rs. 50—2—70	1	Rs. A. P. 63 5 4	Rs. A. P. 63 5 4		
Mali	23	1	...	23 0 0	25—1—40	1	33 12 0	33 12 0	25—1—40	1	33 12 0	33 12 0		
Mate	15	1	...	15 0 0	20	1	...	20 0 0	20	1	...	20 0 0		
Do.	12	1	...	12 0 0	15	1	...	15 0 0	15	1	...	15 0 0		
Sarkar	20	1	...	20 0 0	20—1—30	1	26 10 8	26 10 8	20—1—30	1	26 10 8	26 10 8		
Dalhousie Garden—Mali.	20	1	...	20 0 0	20— $\frac{1}{2}$ —25	1	23 5 4	23 5 4	20— $\frac{1}{2}$ —25	1	23 5 4	23 5 4		
Curzon Garden— Mali.	20	1	...	20 0 0	20— $\frac{1}{2}$ —25	1	23 5 4	23 5 4	20— $\frac{1}{2}$ —25	1	23 5 4	23 5 4		
Total		7		135 0 0		7		205 6 8		7		205 6 8		

CXC

Lloyd Botanic Garden, Darjeeling.

Rs.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.
Sardar ...	25	1	...	25 0 0	Rs. 30—1—40	1	Rs. A. P. 36 10 8
Blacksmith	16	1	...	16 0 0	25—1—30	1	28 12 0
Durwans	10	4	...	40 0 0	15— $\frac{1}{2}$ —20	4	68 5 4
Seedhouse boy	10	1	...	10 0 0	13	1	13 0 0
Carpenter	24	1	...	24 0 0	30—1—40	1	36 10 8
Chowkidar	13	1	...	13 0 0	16	1	16 0 0
Head Mali	18	1	...	18 0 0	25—1—30	1	28 12 0

Military Secretary to Governor.

PRESENT SCALE.				PROPOSED SCALE.				PROPOSED BY RAJ M. C. MITRA BAHADUR.				
Designation.	Pay	No	Average	Total	Pay.	No.	Average.	Total.	Pay.	Nc.	Average.	Total.
1	2	3	4	5	6	7	8	9	10	11	14	13
Jamadu	Rs. 30	1	Rs. A. P. ...	Rs. A. P. 30 0 0	Rs. 35	1	...	Rs. A. P. 35 0 0	Rs. 35	1	...	Rs. A. P. 35 0 0
Duffin	15-1-25	1	21 10 8	21 10 8	20-1-27	2	22 9 0	45 2 0	20-1-32	2	25 3 2	50 6 4
Do.	15-1-20	1	18 12 0	18 12 0								
Nah. jamadar	25	1	...	25 0 0	30	1	...	30 0 0	30	1	...	30 0 0
Uitto	20	1	...	20 0 0	25	1	...	25 0 0	25	1	...	25 0 0
Chohdars	15	2	...	30 0 0								
Chapansi	13 3	13	...	175 8 0	16 1-21	15	18 1 4	271 4 0	16-1-21	15	18 1 4	271 4 0
Messengers	10	4	...	40 0 0	13-1-18	4	15 1 4	60 5 4	15-1-20	4	17 1 4	68 5 4
Total		24		360 0 0		24		446 11 4		24		479 15 8

Months get five quarters

Superintendent, Governor's Estate.

Designation.	Rs.	No.	Rs. A. P.	Total.	Rs.	No.	Rs. A. P.	Total.	Rs.	No.	Rs. A. P.	Total.
Head Mali	50	1	...	50 0 0	55	1	...	55 0 0	55	1	...	55 0 0
Second Mali	20	1	...	20 0 0	25	1	...	25 0 0	25	1	...	25 0 0
-Chowkidar	12	1	...	12 0 0	13-1-18	1	15 1 4	15 1 4	15-1-20	1	17 1 4	17 1 4
Duftry	12-1-15	1	14 3 2	14 3 2	20-1-27	1	22 9 0	22 9 0	20-1-27	1	22 9 0	22 9 0
Office peons	11	3	...	33 0 0	13-1-18	3	15 1 4	45 4 0	15-1-20	3	17 1 4	51 4 0
Blacksmith	30	1	...	30 0 0	35	1	...	35 0 0	35	1	...	35 0 0

Burkandaz and peon ...	12 1	...	12 0 0	13--1-18	1	15 1 4	15 1 4	15-3-20	1	17 1 4	17 1 4
House bearer ...	18 1	...	16 0 0	22-8	1	...	22 8 0	22-8	1	...	22 8 0
House khala...	11 1	...	11 0 0	}		15 1 4	30 2 8	15-1-20	2	17 1 4	34 2 8
Ditto	10 1	..	10 0 0	13--1-15	2						
Total	12		210 3 2				265 10 4		12		279 10 4

M muls get five quarters.

Imperial Serologist.

	Rs.	Rs. A P.	Rs. A. L.	R.	Rs. A P.	Rs. A. L.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.
Peons ...	10	7	70 0 0	15-1-19	7	17 0 0	119 0 0	15-1-20	7	17 1 4
Sweepers	10	1	10 0 0	13	1	...	18 0 0	13	1	...
Total	8		80 0 0		8		132 0 0		8	132 9 4

Commissioner of Excise and Salt, Bengal.

BOAT ESTABLISHMENT.	Rs.	Rs.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.		
In Districts—											
Manjhis	18 3	...	54 0 0	19—20—21	17	20 2 8	342 13 4	19—20—21	17	20 2 8	342 13 4
Do.	17 5	...	85 0 0								
Do	16 8	...	128 0 0								
Do.	15 1	..	15 0 0								
Total	17		282 0 0								

Commissioner of Excise and Salt, Bengal—contd

PRESENT SCALE.				PROPOSED SCALE.				PROPOSED BY RAI M. C. MITRA BAHADUR				
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9	10	11	12	13
Boatmen	Rs.		Rs.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Do.	14	16	...	224 0 0								
Do.	13	32	...	416 0 0								
Do.	12	38	...	456 0 0	14—1—18	93	16 0 0	1,488 0 0	14—1—19	93	16 1 4	1,495 12 0
Do.	10	2	...	20 0 0								
Do	9	5	...	45 0 0								
Total	...	93	...	1,161 0 0		...		1,831 13 4				
O Districts—												
Maughis	15	2	...	30 0 0								
Do.	12	2	...	24 0 0	17—18—19	4	18 2 8	72 10 8	17—18—19	4	18 2 8	72 10 8
Total	...	4		54 0 0								
Boatmen	10	6	...	60 0 0								
Do.	9	18	...	162 0 0	12—1—16	24	14 0 0	336 0 0	13—1—15	24	15 1 4	362 0 0
Total	...	24		222 0 0								

Office establishment—	20	2	...	40	0	0	20—1—27	2	22	9	0	15	2	0	20—1—32	2	25	3	2	50	6	4
Record-keepers	20	2	...	40	0	0	20—1—27	2	22	9	0	15	2	0	20—1—32	2	25	3	2	50	6	4
Duftry	15	1	...	15	0	0	15—1—19	2	17	0	0	34	0	0	16—1—22	2	18	9	7	37	3	2
Do.	12	1	...	12	0	0	15—1—19	2	17	0	0	34	0	0	16—1—22	2	18	9	7	37	3	2
Total	4	4	...	67	0	0	4	4				79	2	0	4	4				87	9	6
Ordinary menials—																						
Peons	12	110	...	1,320	0	0																
Do.	11	292	...	3,212	0	0	14—1—18	966	16	0	0	15,456	0	0	14—1—19	966	16	1	4	15,536	8	0
Do.	10	564	...	5,640	0	0																
Total	966	966	...	10,172	0	0						17,774	10	0						17,554	8	2
GRAND TOTAL	11,958	0	0						17,959	10	0						17,897	5	6
Total for the whole list.	21,234	13	11						29,946	1	9						30,710	3	5

R^a 185 for men at Calcutta, Howrah Sadar, Alipore and in Dufferin

R_s / P

Extra cost per man in	...	8711	3 10
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LXII 69-1 per men (m	...	1,04 504 14 0
" " " " " "	"	8 11 3 10

Launch Establishment.

I agree with my colleagues.

Record-suppliers, Duftries and Jamadars In Secretariat.

Chief Secretary's Office.

	R ^s	R ^s A	R ^s A I	R ^s A I I	R ^s A I I I	R ^s A I I I I	R ^s A I I I I I	R ^s A I I I I I I	R ^s A I I I I I I I	R ^s A I I I I I I I I
Rec'd- supplies	15-1-25	20 0 0	200 0 0		25 3 2	251 15 8		25-1-35-1-10	31 4 0	312 8 0
Duffree	15-1-25	20 0 0	40 0 0		22 9 0	45 2 0		20-1-32	25 3 2	50 6 4
Jamadar	14-1-20	1 18 3 2	18 3 2		22 12 9	22 12 0		21-1-25	23 12 9	23 12 9
Total		13	253 3 2		13	319 14 5		13		386 11 1

Revenue Department.

	R _s	R _s A I	R _s A I	R _s A I	R _s	R _s A I	R _s A I	R _s A I	R _s A I	R _s A I		
Record-suppliers	15-1-25	4	20 0 0	40 0 0	20-1-32	4	22 3 2	100 12 6	25-1-40	4	31 4 0	125 0 0
Dufries	15-1-25	2	20 0 1	40 0 0	20-1-27	2	22 9 0	40 2 0	20-1-32	2	25 3 2	50 6 4
Junaden	14-1-20	1	18 3 2	19 3 2	20-1-24	1	22 12 9	22 12 9	21-1-25	1	23 12 9	23 12 9
Total		7		1 8 3		7		165 11 5		7		199 3 1

Department of Agriculture and Industry.

	R _S	R	A	I	R _S	A	I	R	A	I	R _S	A	I	R _S	A	P
Record-suppliers ...	15 ½-25	2	20	0	0	40	0	0	20-½-22	2	20	3	2	25--1-35--1-40	2	62 9 0
Duffies ...	15-½-25	2	20	0	0	40	0	0	20-¼-27	2	22	9	0	20--1-32	2	50 6 4
Jannadar ...	14 -¾-20	1	18	3	2	18	3	2	20-½-24	1	22	12	9	21-1-25	1	23 12 9
Total		5				98	3	2		5					5	136 11 1

Public Works Department.

	R _s	I _s	A	I	R _s	I _s	A	I	R _s	I _s	A	I
R. Cond Suppliers	15-1-20	8	20	0 0	100	0 0	20	1-2	20	1-2	20	1-2
Duffries	15-1-25	5	20	0 0	100	0 0	20	1-27	20	1-27	20	1-27
Jennifers	14-1-20	2	18	3 2	36	6 4	20	1-24	20	1-24	20	1-24
Total		15			200	6 4						
Grand Total		71			1,998	10 2						

Lat.	Long.	1	2
31	7	1	1
30	7	1	1

Sadar Treasury, Sub-Treasury and Khas Mohal Poddars

სიმღერეო მუკიანი პირი I

